Filed: 11/23/2016

[ORAL ARGUMENT SCHEDULED FOR DECEMBER 9, 2016] Nos. 15-1074, 15-1130

In the United States Court of Appeals for the District of Columbia Circuit

Ampersand Publishing, LLC, D/B/A Santa Barbara News-Press, Petitioner/Cross-Respondent,

v.

National Labor Relations Board, Respondent/Cross-Petitioner,

Graphics Communications Conference of the International Brotherhood of Teamsters

Intervenor for Respondent/Cross-Respondent

On Petition for Review of an Order of the National Labor Relations Board

JOINT DEFERRED APPENDIX VOLUME 4 OF 7

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Counsel for Petitioner

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NOTE: Vacation time is from 2008 -Comments

Employee Signature

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Approved

SANTA BARBARA NEWS-PRESS TIMECARD 03/07/09/23/2016

005210 Patton, Mark

M 12 0 11			Patt	ton, Mark	
Name Mark atton	F	Pay P	Н	_	
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nent Sports/Editorial		Dept. #			

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comments OverTMK - Tuesday: Covered UCSB-UCIA Backfull squae + wrote UCSB Basketholl advance on day of Priday: Work column, UCSB Basketholl advance, + worked night desk.

Employee Signature

Approved

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4.30

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L	JSCA Case #1	L5-1074 Document #16476	660 04/18/09 Flied: 11/23/2016	Page 22 of 290
***Time cards must be submitted to sup 10 a.m. Sunday, following end of each pa		SANTA BARBARA NEWS-PRESS	005210	
A .		TIMECARD	Patton, Mark	
M/I and I	Alton		Н	
Name	Kallon		Pay Period Ending	

Spiorts [Editoria] Dept. Dept. # Hours Mon Tues Wed Thur Fri Sat Week 1 Sun Mon Wed Thur Sat Week 2 Sun Tues Fri Total 8 80 40 8 40 Worked OVENTIME **Vacation** Sick Holiday Other comments everyme: (Mandon): Colymn + Luncheon coverage; (Thirty): Covered rain-out baseball making game and also hot to produce Rec Rounded price. (Exitery) that to help on lake desk in addition to column. **Employee Signature** Approved

USCA Case #1	.5-1074 Document #164766	05 /102/109 23/2016	Page 23 of 29
***Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.	SANTA BARBARA NEWS-PRESS TIMECARD	005210 Patton, Mark	
Name Marc Vatton		H Pay Period Ending	
Dept. SOUNT NEWS		Dept. #	<u></u>

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
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Approved

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Santa Barbara News-Press Timesheet

Directions: Time	ecards must	be complete	ed in ink. On	ice complete	ed, employee	s must sign	the timecard	l and submit i	t to his/her su	pervisor Satu	urday at the e	end of each	pay period:	
Name:	Man	K !	attor	1					Pay Perio	od Ending:			. <u> </u>	
Department:	<u>_</u> \$p	orts/	Edita	mal					Depa	artment #:				
	<u>v</u>									For Payroll	Use Only			
	Date	ln	Out	In	Out	Total Hours Worked	Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total
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Sunday	3-24													
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Saturday	4-70			,									¥.	
I certify that th	e above hou	irs are true a	nd correct a	nd that I hav	/e	78	but	812	X			8		
complied with			_				177	Dagula:	Dunmalian					
that I have red supervisor in v		aks required	by law, unle	ess I have no	tified my	Total	Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total

Supervisor Approval

Santa Barbara News-Press⁰¹⁶ Time-Off Form

Instructions:

All employees are required to complete this form to document paid time off taken during each pay period. Please prin legibly. Completed forms should be submitted to the employee's supervisor by the last Saturday of each pay period. Exempt employees are not required to complete the timesheet on the opposite side of this form.

Supervisors must verify that the staff member is eligible for paid time off, approve the form by signing in the designated area, and forwarding approved form to payroll by Saturday.

All paid time off must comply with News-Press policy and further documentation may be requested. Policy questions may be directed to the Human Resources Department.

Department Pay Period Ending REASON DATE(S) # OF DAYS # OF HOURS Vacation Sick Leave Holiday (specify holiday below) Jury Duty Bereavement (specify relationship below) Of Other (explain below) TOTAL TIME OFF: FURTHER EXPLANATION (when required)
Sick Leave Holiday (specify holiday below) Jury Duty Bereavement (specify relationship below) Other (explain below) FURTHER EXPLANATION (when required)
Sick Leave Holiday (specify holiday below) Jury Duty Bereavement (specify relationship below) Other (explain below) TOTAL TIME OFF:
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Supervisor Signature Date

Patton, Mark

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Santa Barbara News-Press Timesheet

Directions: Time	ecards must	be complete	ed in ink, On	nce complete	ed, employee	s must sign	the timecard	d and submit i	it to his/her su	pervisor Sati	urday at the	end of each	pay period.	,
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Employee Certification

Supervisor Approval

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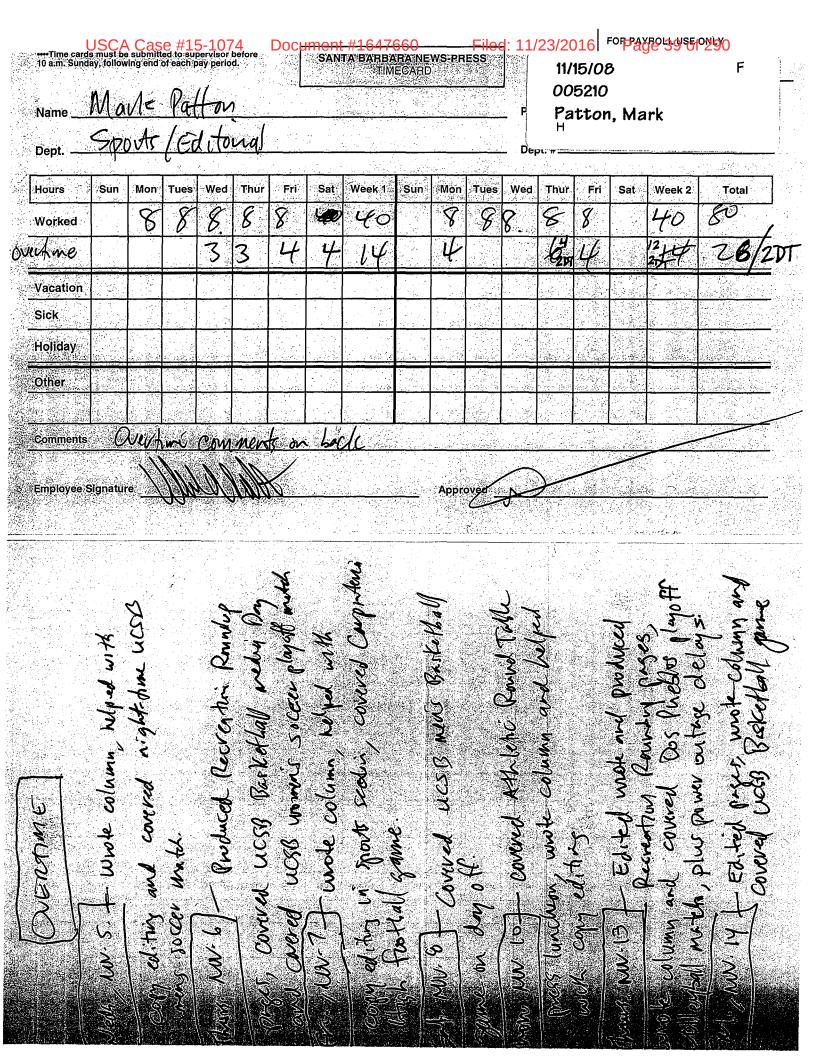
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****Time cards must be submitted to superior to a.m. Sunday, following end of each pay period. DOCUMENT #BARBARA NEWS-PRESSIED: 11/23/2016 TIMECARD

FOR PAYROLL USE ONLY Page 41 of 290

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Name	<u> </u>) / Y	P -		He/	NG-							0052 Che H	ng, J	ames		
Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
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Comments		HEI	PED	PA	THE	WE	VICI	LIE O	V (VACI	4170	N.		1/	· /	T. 1	

****Time cards 10 a.m. Sunda	s must be ay, follow		of to sup of each p			Docu }€∧		#16476 TA BARBA TIM	RA NE ECARD	WS-PR	HIPC ESS		11/1 00!	16 5/08 5210 eng,	,	es	290 F
Dept. —			1	<i>V /</i>	<i>V</i>	/ .				الإقالية.		_ D __				IID.	
Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	8.0	8.5	8.0	80	8.0	8.5		40		8.0	8.0	8,5	10,0	8-0		42.5	9188
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Vacation	30																
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Employee \$	Signatuı	e	D,	rg						Appr	oved _		M	B	S UU	É	

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Sick																	
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Other						5-7-15-7- 15-1-1-4											
Comments	*	0.T.	70	, Co	VEP	CA	RI	HEAT	ION								

••••Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

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DOCUMENT #1647660 Filed SANTA BARBARA NEWS-PRESS TIMECARD



Name	ナ	An	ES		#	EN	6					_ ray	/ FEIIUU	i Enung	y	<u> </u>	
Dept. —							···	· · · · · · · · · · · · · · · · · · ·				Dej	ot. #				
									.	,	,					11/	
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Other																	
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Employee S	Signatu	re		M						Appr	oved _		M	B	lu	nn	

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****Time cards 10 a.m. Sunda	must be y, follow	submitte ing end c	ed to sup of each p	ervisor t ay period	oefore d.		SANT	TA BARBA TIMI	RA NEV ECARD		ESS		01/1	0/09			$oldsymbol{F}$	
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Name	JA	ME	<u>></u>									_ Р	Chen	ıg, Je	ames			
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Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total	
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				B	8	1/2		9		D	n.	Piz				21/2	11/2	•
Vacation				7/9		25	•			20	63	کّر.						
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Name		submitte	ed to sup of each p		efore	% #1! √(-	SAN	74 D ΓΑ BARBA TIMI	WS-PRI		0. 00	1/24/ 05210 heng	09)		ka∃/13€i	GONLY Page	e 57 of 290
Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Tues	Wed	Thur	Fri	Sat	Week 2	Total]	
Worked		8,0	8.0	8.0	8.0	8.0)	40	8.0	8.0	8.0	X).		40	80	•	
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Employee S	Signatu	ire	1	M					 Appr	oved _	9	My.	Ba	w	ed		-

02/07/09 11/23/2016 Page 58 of 290 005210

••••Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS TIMECARD

Cheng, James

JAMES CHENG Pay Period Ending _____ Dept. #_ Dept. Hours Mon Wed Sun Mon Tues Wed Thur Fri Sat Sun Tues Thur Sat Week 2 Total Worked Vacation Sick Holiday Other JOR VAC COMMISS Comments **Employee Signature** Approved

RESP 1071 JDA 0939Page 18 of 28

02/21/09: 11/23/2016 Page 59 of 290 005210

••••Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS TIMECARD

Cheng, James

Name		J	AM	45	C	HEI	No-					_ Pay	Η	i wildin	y		<u>.</u>	
Dept	•	C01	go	les	K	HEI						_ Dep	ot. #					
,		γ	<u>v</u>					40								37		_
Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total	
Worked		8.75	8,75	87	8	8.8		42.75		8,5	875	8,5	80	8.0	þ	42.25	85.0	772
		3/4	3/4	3/4		1/2		23/4		8/2	34	1/2				93/4	12/2	<u>-</u>
Vacation																		-
Sick																		-
Holiday										85							82	<u>-</u> -
Other																		-
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Comments																		
Employee \$	Signatu	re	. 11-	4	ny					Аррі	roved			_				-

RESP 1071 $\mathrm{JDA0940Page}$ 19 of 28

USCA Case #1	<u>5-1074 Document #164766</u> 0	03/07/109: 11/23
••••Time cards must be submitted to supervisor before	SAN TA BARBADA NEWS DRESS	005210

8/2016 Page 60 of 290

10 a.m. Sunda	•	_	-					TIM	ECARD			l .	heng		nes		
Name	J	An	1E	6	172	NO						- -	1	,	<u> </u>		
Dept. —		-							·		-	_ Dep	ot. #	14		116	
Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	32 Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
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Sick			8					8			Į,	10	ſ	T			8
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Comments						_					_						
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Filed: 11/23/2016

Name	ay, follow	ing end	of each p	ay period	, HE				ECARD			_	C F Period	Enung	10 g, Jai	nes	
Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		RO	985	90	83	B	9,0	9.5	9.0	80		40	80				
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⊷⊶Time cards 10 a.m. Sunda	must be y, follow	submitte ing end d	ed to sup of each p	ervisor b ay period	efore 1.		SAN	TA BARBA TIMI	RA NE		ESS		Chen H	g, J <i>a</i>	imes			_
Name	JA	ME	S E	C US	HEN	<u></u>		40				Pay Dep	Period			, ,	rog	
Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total]
Worked		9.0	9,5	8,5	85	80		43.5									43,8	40
			1/2	1/2	1/2			31/2									3//	<u>-</u> <u>2</u>
Vacation										8.0	Ø.0	8-0	80	8.0		40	Cfo,	-
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Holiday																		- -
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									<u> </u>									_
Comments			· · · · · ·															-
Employee S	Signatu	ıre		y/						Appr	oved _	9	M	Bu	jų.	e		-

04/18/09 005210 Page 63 of 290

USCA Case #15-1074 Document #1647660

***Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS SANTA BARBARA NEWS-PRESS TIMECARD

Cheng, James

Name	J	M	15		CH	EN						_ Pay	Period	Enain	9		
Dept. ——									············			_ Dep	ot. #				
Hours	Sun	Mon	Tues	Wed	Thur	数	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		7.0	90	8.5		g.Š		199/19		8.5	85	B.5/	8.0	0.8		443	TIGNO
		١	١	1/2		1/2		3		1/2	1/2					11/2	41/2
Vacation																	
Sick					8.0			8.0									8.0
Holiday																	
Other																	
									·								
Comments																	
Employee S	Signatu	re	1	1						Appr	oved	4	Mf	her	W	1	5

RESP 1071 $\mathrm{JDA0944Page}$ 23 of 28

⊶⊶Time card	ls must be s	ubmitted	to super	visor be	≥fore
10 a.m. Sund	lay, followin	g end of	each pay	period.	

SANTA BARBARA NEWS-PRESS

10 a.m. Sunda	ıy, tollow	ing ena c	or eacn p	ay period	3.	ļ		TIM	ECARD	'				Chen	g, J	ames		
Name		JA	ES	Ci	HEM	16						_ Pay	I	I			<u> </u>	_
Dept			NE	7//	>			_	·			_ 9er	ot.#			<u>-</u>		_
	1	1/2		$oldsymbol{\perp}$,		40	1	-2	2	2/2	1/2			<u>.</u>		٦
Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	hur	Fri	Sat	Week 2	Total	
Worked		8.5	9,0	9.0	\$0	9,0		44.5		10	10	10,5	P ~ 1	8,0		40	915	30
			La	240	1			41/2			Joe		Ba	29K1	8	7	11/2	- -
Vacation				·	Br	PAKY	3	,		·	Veria	Ø						-
Sick			<u> </u>		/ \					Se	ire	وع						
Holiday										10	10	410						
Other																		
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Comments						<u>.</u>												_
Employee S	Signatu	re			H/Y					Appr	oved _	- (M	Uß	rei	wer	R	-

RESP 1071 $\mathrm{JDA0945Page}$ 24 of 28

Time cards 10 a.m. Sunda	ISCA must be ly, follow	ng end c	e #15 ed to sup of each p	ay perio	4 perfore d.	Docu		#1647(TA BARBA TIM			File ESS	d: 11,	Ch H	5210	09⊳ _a Jam	ge 65 o es	f 290 E	i"
Dept.							0						ot. #					
Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total	
Worked		1	11/2	1/2	11/4	1		614		1/2	1/2	11/4	1/2			23/4	90	亓
را ا	9, 9 %	8 0	B	18	B	B		46.25		89	粉	943	**			32	172	, 4
Vacation			e de la companya de l															
Sick									1				ing in the s	e sample e	V] <u></u> 754
Holiday										B	et	HO	AY	6.0	/ ^		80	
Other												100						
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Comments		7	51 <i>K]</i>	MM	M E	Ay	01	r- X	M	<u>7_</u>								
Employee S	Signatu	e			W			U		Appr	oved _	9	W	Ba	w	<u> 11 2</u>		<i>?</i>

Cheng, James H

Santa Barbara News-Press Timesheet

Directions: Tim	ecards mus	t be complet	ed in ink. O	nce complete	ed, employee	s must sign	the timecard	d and submit i	it to his/her su	pervisor Satu	urday at the	end of each	pay period.	
Name:		Var	Nes	CV	eng				Pay Perio	od Ending:	· · · · · · · · · · · · · · · · · · ·			
Department:		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		·					Depa	artment #:				· · · · · · · · · · · · · · · · · · ·
	Date	În	Out	In	Out	Total Hours Worked	Regular	Regular Overtime	Premium Overtime	For Payroll. Sick	Use Only Vacation	Holiday	Other	Total
Sunday Monday	\$118	3:00	4:30	5:00	12:00	8.5	8	1/2						
Tuesday	8/19	2,30	5:00	5.30	1:00	10.0	Š	2						
Wednesday Thursday	\$/20	7:45	7:00	7:30	12:15	9.25	8	1/4						
Friday	3/22	3:00	7:30	8:00	11:30	8,0	8.							
Saturday Sunday	 		-					,						
Monday	8/35	2:30	4:30	300	11:45	8.75		83/4						1 118
Tuesday	5/26	7:30	5:00	5:30	12:30	10.0	\$	2,					J	
Wednesday Thursday	5/27	2:30	7:00	7:30	17:45	9,5	3	1/2			·			
Friday	5/29	2130	6:00	6:30	1128	8.0	8	1/2						
Saturday	<u> </u>		J	<u> </u>	12:00		72	173/4						
I certify that the complied with that I have reconsupervisor in the complex of th	all compan ceived all br	y policies reg	arding time	keeping. I al	ye so certify	Total	Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total
		/												

Employee Ceptification

Supervisor Approval

USCA Case #15-1074**Sappen Ba#1647660 NewSep #1633**2016 Page 67 of 290

Time-Off Form

Instructions:

All employees are required to complete this form to document paid time off taken during each pay period. Please prin legibly. Completed forms should be submitted to the employee's supervisor by the last Saturday of each pay period. Exempt employees are not required to complete the timesheet on the opposite side of this form.

Supervisors must verify that the staff member is eligible for paid time off, approve the form by signing in the designated area, and forwarding approved form to payroll by Saturday.

All paid time off must comply with News-Press policy and further documentation may be requested. Policy questions may be directed to the Human Resources Department.

Nam	e			
Depa	urtment	Pay Perio	od Ending	
-	REASON	DATE(S)	# OF DAYS	# OF HOURS
_1	Vacation			
0	Sick Leave			agencial a service and an overland
(Spec	Holiday ify holiday below)	··		
	Jury Duty			
☐ (spec	Bereavement ify relationship below)			
	Other ain below) AL TIMÉ OFF:	•		
FUR	THER EXPLANATION	V (when required) Note: The second of the s		
Mining the Lagrange	-			and the same of the last of the same of
Empl	loyee Signature		Date	
Supe	ervisor Signature		Date	108

Cheng, James H

Santa Barbara News-Press Timesheet

Directions: Time	ecards must	be complete	ed in ink. Or	nce complete	d, employee	s must sign	the timecard	i and submit i	t to his/her su	ipervisor Sati	ırday at the e	end of each	pay period.	-
Name:		JAME	5	CHE	NG				Pay Perio	od Ending:	6	12/0	9	
Department:		Cop	7 De	SK					Depa	artment #:				
	Date	ln	Out	ln	Out	Total Hours Worked	Regular	Regular Overtime	Premium Overtime	For Rayroll Sick	Use Only Vacation	Holiday	Other	Total
Sunday		250					_	,						
Monday	06/01	2:30	5:30	6:00	1130	8,9	8	1/2						
Tuesday	06/02	2,00	6:00	6:30	12:00	9,0	8	1						
Wednesday	0/2/03	2:45	7:30	8'00	125.00	8.25	X	1/4						
Thursday	06/04	2:45	5:00	5:30	11:45	6.9	8	1/2						
Friday	06/05	3:00	5:30	6:00	11:30	8-0	8							
Saturday														
Sunday	_^							/						
Monday	6/8	2:30	4,00	4:30	120	8.5	80	1/2						
Tuesday	6/1	2:45	6:00	6:30	12:15	8.5	8	1/2						
Wednesday	6/10	2.00	7:00	7.30	11:45	8:25	X	1/4						
Thursday	6/11	2:45	6100	6:30	11:30	8.75	8	3/4						
Friday	6/12	2:30	5,00	5:30	11:30	810	8							
Saturday														
I certify that th	all company	policies rega	arding timek	eeping. I als	o certify		80	H/4 Regular	Premium					
that I have rec supervisor in v		aks required	by law, unit	ess I have no	tiried my	Total	Regular	Overtime	Overtime	Sick	Vacation	Holiday	Other	Total

Employee Certification

Supervisor Approval

Name	MIKE							FA BARBA TIM	ECARD			_ Pay		06/1 0052 Elias H	14/08 210 son, J			F
Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total	
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						.5		.5					2	1.5		3.5	A	
Vacation																		
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Comments	(R)	Ponæi	z Wley	GARO	MIN	(B)	UN GUEST	A GLANUOTE	بر (در سال	L Œ) 5AV	MARG	25 GA	A-DUANO 1	s/con	a sm		
Employee S	Signatu	re	Wo.							Appro	oved//			, A				

Name	00)5210 iason		n Jedade			17 - 17000 <u>7</u> 2,1410-310-3					」 Pay _ Dep	Period		• • 7	6-28	08
Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	800	84	8	8		406		8	8	84	-8	8		40	多霉
		× 36.0	4	.5	3			1.5				\		S.	В		16.5
Vacation																	
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USCA Case #15-1074 DOCU Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period. Name							ment #1647660 Filed SANTA BARBARA NEWS:PRESS TIMECARD					11/23/2016 FOR AGYE 72 (07/26/08 005210 Eliason, John					F 290
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••••Time card 10 a.m. Sund	JSCA s must be ay, follow	Cas(submitte ing end d	ed to sup of each p	5-107 pervisor to ay period	4 [pefore d.	Оосин	nent SAN	#16476 TA BARBA TIM	60 RA NE ECARD	WS-PR	Filed ess	: 11/2		liasoz	08 Pag 1, Joh	e 77 of n	290 F
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Employee			BMI (I		nasill Pi)w/wo\ 	- 00	0qel5 B/ 	ъеям <i> </i> 	Appro		La	<u>J</u>		7		

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comments 017. 1918 FUNGOC HAUNTER 1100SE FORCIFE.		l
10/R?-7/10 -		
Employee Signature Approved	W	
		• • • • •

From: Mike Eliason <mikeeliason@mac.com>

Subject: Mike's timecard

Date: October 29, 2008 9:52:47 PM PDT

To: photo@newspress.com

Raf-

Here's the info for my timecard. Sorry I didn't fill it out before I left.

<u>2</u> 0	21	22	23	24	27	28	29	30	31
M	T	W	TH	F	M	T	W	TH	F

8 8 8 Total 24 hrs

REGULAR 56 hrs VACATION

8 8 8 8 8 8

hrs OVERTIME from that Friday of the Lompoc Haunted House

that was not put on the timecard.

Confused? Call me on my cell if you have any questions. 245-8170.

Take Care.

Mike

Name <u>/</u> Dept. —	ph	1070	1507									- Der	Elia	ison,	. Joh	ın	
lours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
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****Time car 10 a.m. Sun	ds inust be day, followin	submitted to	#15-10 ch pay perio	<mark>74</mark> ore

DOCUMENT # 164 7660 SANTA BARBARA NEWS-PRESS

FOR PAYROLL USE ONLY Page 82 of 290

11/29/08 005210

Name MIKE ELASON Eliason, John Photo

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Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
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Comments @ TEA FIRE NO WOH / SBHS VB AI (B) DAY SHIPT & FOUTSAH! IN THOUSAND DAKS @ MARRINE KIA VIGI D TEA FIRE POSSIBLE FLOOD / NO LINCH

Employee Signature

Approved

USCA Case #15-1074
----Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

DOCUMENT #1647660
SANTA BARBARA

SANTA BARBARA NEWS-PRESS **TIMECARD**



Pac/e3/96f 290

Eliason, John

005210

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Name	MIKE	ELIF	tson		·			····				_ Pa,					
Dept. —	Phore)	· 	·								_ Dep	ot. #	507			·
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Sick		8						8				·					8
Holiday															 	·	
Other																	
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Employee S		//	Mes				1			Appro	•	M))			<u> </u>

••••Time cards	US(s must be ay, follow	CA C submitte ing end d	ASE # ed to sup of each p	#15-1 pervisor b pay period	074 pefore d.	D⊖		TA BARBA		WS-PR		ed: 1		7108		age 84	아 290 F
Name											·	_ Pi	Elias		John		н
Dept. —	phot	0	•				·		*.			_ Dep	π. #	<u>ر سر</u>			
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Sick		4	5					9									9
Holiday					·								8			8	8
Other																	
																	83
Comments	(A) υ	SB BA	ькетва	1									7	/	1/1		

Employee Signature

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••••Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS TIMECARD

01/10/09

005210

Name MIKE ELIASON

Eliason, John

Dept. $\frac{\rho ho70}{24/207}$ B

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Employee Signature

Approved

RESP 1072 $\mathrm{JDA0966Page}$ 17 of 31

FILORIPATING SECTION

****Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS TIMECARD

01/24/09

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Page 86 of 290

Name	TIKE E	21130	<u>`~</u>	····		<u> </u>						l _ Pay	Elia	210 ason	, Joh	n		•
Dept	phori)			· · · · · · · · · · · · · · · · · · ·							_ Dep	H					
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Vacation																		
Sick																		
Holiday										8*						8	g	
Other																		

Comments # Tota WORKING NEW FOR DAY TAKING HOLIPAY

Employee Signature

Approved

RESP 1072 $\mathrm{JDA0967Page}$ 18 of 31

Filed: 11/23/2016

(B) LOMPOC BASKETBAY

SAN MANCOS BASKETBAY

02/07/0911/23/2016

Pag∉88 of 290

••••Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS TIMECARD

005210

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Employee		re	<i>////</i>	0							roved /	N	\bigcirc		- 6	<u>X/</u>	<i>,</i> '	

RESP 1072 JDA0969Page 20 of 31

02/24/09 11/23/2016 Page 89 of 290

••••Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS TIMECARD

005210 Fliason John

						L									11, 30	1111		
Name	TIKE	ELIAS	oN									_ Pay	H		<u> </u>		- 1	_
Dept. Ph	07D								<u>-</u>			_ Dep	rt. #	50 7	7			-
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1 O Cofedeb-Las Alterry

Employee Signature

RESP 1072 $\mathrm{JDA0970Page}$ 21 of 31

03/07/09/11/23/2016 Page 90 of 290

••••Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS TIMECARD

005210

Eliason, John Name MIKE ELIASON Pay 507 Dept. Dept. # Tues Thur Sat Week 1 Wed Fri Sat Week 2 Total Hours Sun Mon Wed Fri Sun Mon Tues Thur 8 B 40 40 Worked 8 DT 17.5 **Vacation** Sick Holiday Other

Comments (B) will	wa wserm	B Ne Leif 1	un (C) VAFB	LAWCH (D)	NO LEH ABDIKT	LON /COVER	ASSIGNMENTS	(E) 2008 q	Ames Duc
	B) Newt	Glusacy (4)	ous ben	A AMP BA	N X Ro	feel on	NACE	en S-vik		TEN
Employee Si	gnature	111)4	9-			Approved			X/	

••••Time cards	ay, follow	ing end d	of each p	ay period	pefore d.		SANT	TA BARBA TIM		WS-PRI	ESS		E I	03/2 0052 Eliase	210 on, J	ohn	F
Dept											·						
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Sick																	٠.
Holiday																	
Other																	
		·															88
Comments	0	B16	WOST	HUN	am/fn	4	····			,					·	,	
Employee S	Signatur	re	Me	_			<u></u>			Appro	oved _	fn	P	,	T	/	

005210

••••Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS **TIMECARD**

Eliason, John

Н Name MIKE FLIASON Pay Period Ending 4-4-09 Dept. # Hours Sun Mon Tues Wed Thur Fri Sat Week 1 Sun Mon Tues Wed Thur Fri Sat Week 2 Total 8 8 40 Worked @ OT Vacation Sick Holiday Other Comments (A) SY UBAIL (B) HUMANE SOCKETY AWARDS BUILLS (C) TREE PLANT (D) NO LICH HR. (E) SY UBAIL Employee Signature

RESP 1072 JDA0973Page 24 of 31

••••Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS TIMECARD

005210

Eliason, John

Name _	MIKE	EUASON	_ Pay Pe	Н
Dept. 4	PhoTO		_ Dept. #_	507

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Şat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
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oT	2 [®]	12	>								20				40	6	9.5
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Sick		1													1		
Holiday																	
Other																	
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(A) INTIN LION (B) ISHNO TRUP EARLY START /LATE IN

6 STOCKDONE COMMIS

Employee Signature /

Comments

RESP 1072 $\mathrm{JDA0974Page}$ 25 of 31

05/02/0923/2016 Page 94 of 290 005210

****Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS TIMECARD

Eliason, John

Name	MIK	E E	211	30n)	<u> </u>						_ Pay	Penou		y	y J	
Dept		Pho	9TO									. Dep	ot. #	597)		
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Sick																	
Holiday																	
Other																	
		<u> </u>											<u> </u>				(86)
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Employee S											oved /	//		>_		X	

RESP 1072 $\mathrm{JDA0975Page}$ 26 of 31

Employee Signature

Approved

RESP 1072 JDA0977 Page 28 of 31

H

Eliason, John

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Santa Barbara News-Press Timesheet

Directions: Tim Name:					d, employee	es must sign	the timecard	d and submit i		upervisor Satu od Ending:				
Department:		KE F Dhori)					•		artment #:			X :	
	Date	În	Out	. In	Out	Total Hours Worked	Regular	Regular Overtime	Premium Overtime	For Payroll Sick	Use Only Vacation	Holiday	Other	Total
Sunday	*												<u> </u>	
Monday											8		<u> </u>	
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Thursday	5728	9	12	1	6	8	8						<u> </u>	
Friday	5/29	//	2	3	B	8	8							
Saturday														
						32	32				14()	Q		y 35
I certify that the complied with						<u> </u>	672				 `		 	
that I have red supervisor in v	ceived all bre		_	. –	•	Total	Regular	Regular Overtime	Premium Overtime	Sigk	Vacaţió)	Moljday	Other	Total
Hoployee Certifi	<				•	L ,,,,,,,	<u> </u>	Supervisor A	Af					2

Time-Off Form

Instructions:

All employees are required to complete this form to document paid time off taken during each pay period. Please prin legibly. Completed forms should be submitted to the employee's supervisor by the last Saturday of each pay period. Exempt employees are not required to complete the timesheet on the opposite side of this form.

Supervisors must verify that the staff member is eligible for paid time off, approve the form by signing in the designated area, and forwarding approved form to payroll by Saturday.

All paid time off must comply with News-Press policy and further documentation may be requested. Policy cuestions may be directed to the Human Resources Department.

Department	PHOTO	Pay Period E	nding <u>5-3</u>	0-09
REASON	DATE(S)		# OF DAYS	# OF HOURS
Vacation	(5)18,19,20,2	1,22	5	40
Sick Leave		· · · · · · · · · · · · · · · · · · ·		
Holiday (specify holiday below	5/25			8
Jury Duty				
Bereavement (specify relationship b				<u>,</u>
Other (explain below)	· · · · · · · · · · · · · · · · · · ·			
TOTAL TIME OFF:	40 VACATION	8 HOLIDAY	6	48
FURTHER EXPLAN	(When required)	,		
(MEMO)	MAL DAY)			oon aantalis lähkuunavoiksa saasooluus
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Employee Signatu	re		Date	•
Meg			5- 7	29-09
Supervisor Signate			Date	
K fl	14/VUI		_5	-29-09
				RESP 1072 978 Page 29 of 31

RESP 1072 JDA0979Page 30 of 31

Eliason, John

I

Santa Barbara News-Press Timesheet

	Directions: Tim Name:			21150	,	ed, employee	es must sign	the timecard	ı ana şabinici		od Ending:				
	Department:	Pho	70							Depa	artment #:				
		Date	ln	Out	In	Out	Total Hours Worked	Regular	Regular Overtime	Premium Overtime	SFor Payrolli Sick	use Only Vacation	Holiday	Other	Total
	Sunday Monday	6-1	9	1/30	1230	6	8	8	11/2						
*	Tuesday Wednesday	6-Z 6-3 6-4	9 9	1230	130	6	9,5 8	8	172						
	Thursday Friday Saturday	6-5	9	12	1	6	8	8							
¾	Sunday Monday	6.8	9	1	2	6 7 ³⁰	9,5	8	11/2						
	Tuesday Wednesday	6-10	9	12	1 12 ³⁰	6	8	8							
	Thursday Friday	6-12	9	12	1	6	8	8							
Ì	Saturday I certify that th	ne above hou	irs are true	and correct a	and that I ha	ve (83	80	3			·			
	complied with that I have rec supervisor in v	all company eived all bre	policies reg	garding timel	keeping. I al	so certify	Total	Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total
	Employee Certifi)				_			Lucia A	13	9				

Santa Barbara News-Press Filed: 11/23/2016

Page 99 of 290

Time Off Form

Instructions:

All employees are required to complete this form to document paid time off taken during each pay period. Please print legibly. Completed forms should be submitted to the employee's supervisor by the last Saturday of each pay period. Exempt employees are not required to complete the timesheet on the opposite side of this form.

Supervisors must verify that the staff member is eligible for paid time off, approve the form by signing in the designated area, and forwarding approved form to payroll by Saturday.

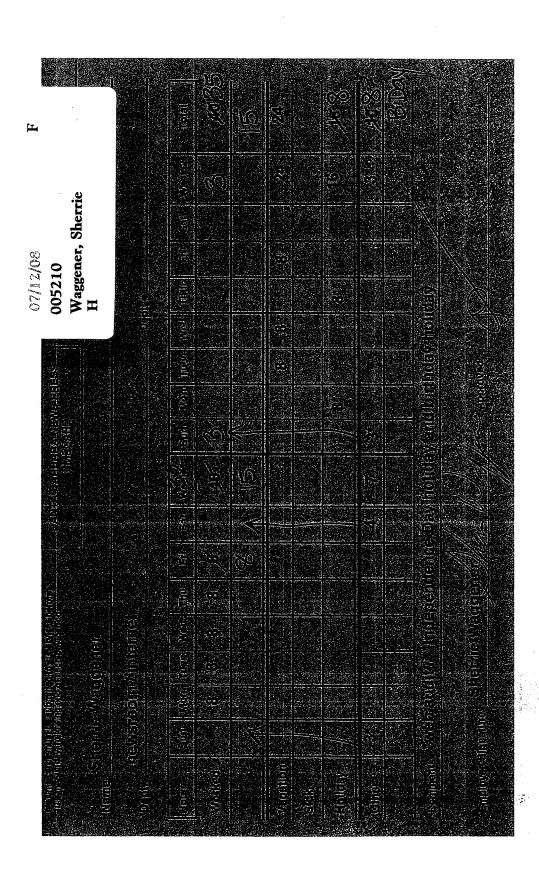
All paid time off must comply with News-Press policy and further documentation may be requested. Policy questions may be directed to the Human Resources Department.

Name	MIKE	ELASON				
Depar	tment Phono		Pay Period En	ding _	6-13-	09
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니 (explain	Other n below)					
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Super	り visor Signature				Date	
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Time cards 10 a.m. Sunda Name	y, follow	ing end o	of each p	ay perio	d.	Dodi <u>ع د</u> س		- 1 To 1 T	ECARD		es ile	d: 11/	005	016 14/0 210	Pag	ROLL USE (ge 100 (errie	
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USCA Case #15-1074 Document #1647660 Filed: 11/23/2016 Page 102 of 290



JDA0983 RESP 1073 Page 3 of 34

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Holiday						A. 3											
Other																	

USCA Case #15-1074 Document #1647660 Filed: 11/23/2016 Page 109 of 290

N De La Mora

From: listings [listings@newspress.com]

Sent: Monday, October 06, 2008 11:19 AM

To: ndelamora@newspress.com

Subject: Saturday audit

Hi Noemi, I worked 2 hours on Saturday, Oct. 3. Sherrie

Sherrie Waggener
Newsroom Assistant / Web Site Auditor
Santa Barbara News-Press
715 Anacapa St.
P.O. Box 1359
Santa Barbara, CA 93102
(805) 564-5105
listings@newspress.com

••••Time cards		submitte	ed to sup	ervisor t	before	Docur		#16476				11/2	23/201	L6	Pag y	Grant Graph	opia0	
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Approved _

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USCA Case #15-1074 Page 112 of 290 Document #1647660 Filed: 11/23/2016

N De La Mora

From:

Sherrie Waggener [swaggener@newspress.com] Monday, November 03, 2008 12:56 PM

Sent:

To: Subject: N De La Mora Saturday hours

Hi Noemi,

I worked 2 hours on Saturday, Nov. 1, 2008.

Sherrie

Name Dept	y, follow Sh	ing end (of each p	ay perlo	ı. Me	l g teri	9 e t	ner	ECARD			P L Der	00: W а	15/08 5210 Igge		Sherrie	F
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USCA Case #15-1074 Page 114 of 290 Document #1647660 Filed: 11/23/2016

N De La Mora

Sherrie Waggener [swaggener@newspress.com] Monday, November 17, 2008 4:52 PM N De La Mora From:

Sent:

To: Cc: **Christian Montecino** Saturday hours Subject:

Hi Noemi,

I worked 2 hours on the web audit on Saturday.

Sherrie

18 ... Waliot

Dept. $ otag$	Sh Ven	SHO	OM	//	nte	rne	2-						H			e in	
Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
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Sick																	

comments STD@ 1007. For I WEEK \$ 100.13 pus 37 HRS VAC

Employee Signature

Holiday

Other

Approved

Filed: 11/23/2016

Document #1647660

\$17.50 /HOUR=\$700.13/WK 301 ESTIMATE* = \$ 600 00/WK

\$100.13 DUE

* NO CLAIM FILED AS OF 12.12.08 Dec

••••Time cards 10 a.m. Sunda	ay, follow	submitte ing end d	ed to sup of each p	pervisor l pay perio	before d.		SAN			WS-PR		11/2	23/202	16 F	-caran	adl18se	pw30
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\$ 17.50/hrx 40/hrs = 700.00 wK = 1,400.00 for 20cks 5D1 Estimate 600.00/WK/1200.00 = 4200.00 Supp. due USCA Case #15-1074 Document #1647660

****Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

***Time cards must be submitted to supervisor before SANTA BARBARA NEWS-PRESS

SANTA BARBARA NEWS-PRESS TIMECARD

ifed payrobby

Page 120 of 290

Name		SHE	2RIE	= V	JAGI	CTEN	ER					Pay	Period	Ending	<u> </u>	1-10-C	9
Dept. —		NEV	V5		· · · · · · · · · · · · · · · · · · ·							_ Dep	ot. #				
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Employee S	Signatu	re								Appr	oved	M	El	h			

FOR PAYBOLL USE ONLY Page 121 of 290 ***Time cards must be submitted to supervisor before #15 10 a.m. Sunday, following end of each pay period. SANTA BARBARA NEWS-PRESS TIMECARD SHERRIE WAGGENER Pay Period Ending 01-24-09 Name NEWS Dept. -Dept. #. Mon Week 1 Hours Sun Tues Wed Thur Fri Sat Sun Mon Tues Wed | Thur Fri Sat Week 2 Total Worked **Vacation** Sick Holiday Other

Comments

LOA - LONG TERM DIS.

Employee Signature	

Approved

••••Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

USCA Case #15-1074

SANTA E

.5-1074 Document #1647660

SANTA BARBARA NEWS-PRESS TIMECARD 02/07/09 Filed: 11/23/2016 005210 Page 122 of 290

Waggener, Sherrie

Name	200	M										_ Dep	ot. #	 -		····	
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Other																1	
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02/21/0911/23/2016 Page 123 of 290 USCA Case #15-1074 Document #1647660 005210 ****Time cards must be submitted to supervisor before SANTA BARBARA NEWS-PRESS 10 a.m. Sunday, following end of each pay period. **TIMECARD** Waggener, Sherrie H
Pay Period Ending 2/01/05 Dept. #_ Hours Mon Tues Wed Thur Fri Sat Week 1 Sun Mon Tues Wed Thur Fri Sat Week 2 Total 8 8 Worked Vacation Sick Holiday Other comments overtime hours are for web audit

Approved

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age 24	KEST 1
4 of 34	0/3
4	

Employee Signature

03/09/091/23/2016 Page 124 of 290 ••••Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period. SAN TA BARBARA NEWS-PRESS 005210 **TIMECARD** Waggener, Sherrie Pa, H Hours Sun Mon Tues Wed Thur Fri Sat Week 1 Sun Mon Tues Wed Thur Fri Sat Week 2 **Total** Worked Vacation Sick **Holiday** Other Comments Note: Overtime hours are for web and it and include 2 hrs, that were not included in last pasperiod CIN Approved Approved

••••Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

03/21/09

Waggener, Sherrie

005210

Dept. #_

F

	Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
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SANTA BARBARA NEWS-PRESS TIMECARD

Document #16476604/04/09led: 11/23/2016 F Page 126 of 290 USCA Case #15-1074 005210 ****Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period. **SANTA BARBARA NEWS-PRESS TIMECARD** Waggener, Sherrie Pay Period Ending _______ Dept. #. Sun Mon Wed Thur Fri Sat Week 1 Wed Fri Sat Hours Tues Sun Mon Thur Week 2 Tues Total 8 Worked **Vacation** Sick Holiday Other Employee Signature Shew Welfand Ap Approved

05/7020/.09/23/2016 Page 128 of 290 Document #1647660 USCA Case #15-1074 ••••Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period. 005210 SANTA BARBARA NEWS-PRESS TIMECARD Waggener, Sherrie Dept. #_ Hours Sun Mon Wed Thur Fri Sat Week 1 Sun Mon Wed Thur Fri Sat Week 2 Tues Tues Total 8 40 Worked Vacation Z Sick Holiday Other

Approved

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Waggener, Sherrie

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Santa Barbara News-Press Timesheet

Directions: Tim							the timecard	d and submit i	t to his/her su	pervisor Sat	urday at the	end of each	pay period.	
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Employee Certification

Superviser Approval

USCA Case #15-1074 Santan Barbara News Press 2016

Page 131 of 290

Time-Off Form

Instructions:

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All employees are required to complete this form to document paid time off taken during each pay period. Please print legibly. Completed forms should be submitted to the employee's supervisor by the last Saturday of each pay period. Exempt employees are not required to complete the timesheet on the opposite side of this form.

Supervisors must verify that the staff member is eligible for paid time off, approve the form by signing in the designated area, and forwarding approved form to payroll by Saturday.

All paid time off must comply with News-Press policy and further documentation may be requested. Policy questions may be directed to the Human Resources Department.

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RESP 1073 JDA1012Page 32 of 34

Waggener, Sherrie H

Santa Barbara News-Press Timesheet

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Employee Certification

JDA1014Page 34 of 34

USCA Case #15-1074 Document #1647660 Filed: 11/23 Santa Barbara News-Press

Time Off Form

Instructions:

All employees are required to complete this form to document paid time off taken during each pay period. Please print legibly. Completed forms should be submitted to the employee's supervisor by the last Saturday of each pay period. Exempt employees are not required to complete the timesheet on the opposite side of this form.

Supervisors must verify that the staff member is eligible for paid time off, approve the form by signing in the designated area, and forwarding approved form to payroll by Saturday.

All paid time off must comply with News-Press policy and further documentation may be requested. Policy questions may be directed to the Human Resources Department. nerrie Waggener Name Department NOWSTUDIA Pay Period Ending # OF HOURS REASON DATE(S) # OF DAYS Vacation Sick Leave Holiday (specify holiday below) Jury Duty Bereavement (specify relationship below) Other (explain below) TOTAL TIME OFF: FURTHER EXPLANATION (when required) Web and it on 6/07/09 and 5/31/09 (4 hrs. each da Employee Signature Date Supervisor Signature Date

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12/13(0) 005210 USCA Case #15-1074
---Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

DOCUMENT #1647660 File SANTA BARBARA NEWS-PRESS **TIMECARD** De Walt, Thomas

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Employee Signature Tom Dalf

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••••Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS TIMECARD

005210 De Walt, Thomas

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SANTA BARBARA NEWS-PRESS TIMECARD 02/21/09 005210 Page 1 De Walt, Thomas

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USCA Case #	[#] 15-1074	Document #164766

03/07/09 005210 Page 153 of 290

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RESP 1074 JDA 1034Page 20 of 28

Filed: 11/23/2016

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Page 155 of 290

••••Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS TIMECARD

De Walt, Thomas Н

005210

Pay Period Ending

Dept. #_

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
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Employee Signature

Comments

RESP 1074 JDA I 036Page 22 of 28

SANTA BARBARA NEWS-PRESS TIMECARD 005210

De Walt, Thomas

04/18/09 11/23/2016

Name _	Tom De Walt	Pay F H
	Graphics - Life	Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
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Comments

Employee Signature	Tom Dul	1-

Approved

RESP 1074 JDA1037Page 23 of 28

***Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS TIMECARD

De Walt, Thomas

H

Name 10m De Walt

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Dept. Graphics/Lite

Dept. #_

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Employee Signature

Comments

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Approved

Document #1647660 Filed SANTA BARBARA NEWS-PRESS TIMECARD

05/16/09 : 11/23/2003210 Page 158 of 290

De Walt, Thomas

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Employee Signature Tom Druff

Approved

RESP 1074 JDA I 040 Page 26 of 28

Page 100521090 De Walt, Thomas H

Santa Barbara News-Press Timesheet

Directions: Timecards must be completed in ink. Once completed, employees must sign the timecard and submit it to his/her supervisor Saturday at the end of each pay period.

Name:	<u>T</u>	om	D	en	1a/7	۷.			Pay Perio	od Ending:	5	-30	- 2009
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Page 160 of 290

Time-Off Form

Instructions:

All employees are required to complete this form to document paid time off taken during each pay period. Please prin legibly. Completed forms should be submitted to the employee's supervisor by the last Saturday of each pay period. Exempt employees are <u>not</u> required to complete the timesheet on the opposite side of this form.

Supervisors must verify that the staff member is eligible for paid time off, approve the form by signing in the designated area, and forwarding approved form to payroll by Saturday.

All paid time off must comply with News-Press policy and further documentation may be requested. Policy questions may be directed to the Human Resources Department.

Name		<u> </u>		
Department		Pay Period	Ending	
REASON	DATE(S)		# OF DAYS	# OF HOURS
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Ci Sick Leave				
Holiday (specify holiday below)	5/25	·		
☐ Jury Duty				* *;
Bereavement (specify relationship below)			 .	
Other (explain below)				<u> </u>
TOTAL TIME OFF:	·	· · ·	<u> </u>	
FURTHER EXPLANATION	N (when required)			
Employee Signature	: .		Date	
Supervisor Signature		· · · · · · · · · · · · · · · · · · ·	Date	11/28

RESP 1074 $\mathrm{JDA1042Page}$ 28 of 28

Employee Certification

De Walt, Thomas \mathbf{H}

Santa Barbara News-Press Timesheet

Directions: Tim						s must sign	the timecard	d and submit i	t to his/her su	pervisor Satu	urday at the o	end of each	pay period.	ř
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Supervisor Approval

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USCA Case #15-1074 Document #1647660 Filed: 11/23/2016 Page 164 of 290

Payroll labels should read:

PPE: 6-28-08

not PPE: 6-26-08

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RESP 1075 JDA1054Page 12 of 28

••••Time cards	ISCA must be ay, follow	Cast submitte ing end d	#15 ed to sup of each p	-107 ervisor i ay period	4 pefore d.	Docum	ment SAN	# <mark>16476</mark> ra barba Timi	60 RA NE ECARD	WS-PR	Filed Ess	: 11/2				ROLLUSE <mark>e 174</mark> 0	only 1 290 F	
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Time cards must be submitted to Juper 1:07 before
10 a.m. Sunday, following end of each pay period.

Name

Dept. -

EHNIS BATEMAN

DOCUMENT # 1647 660 FILE OF SANTA BARBARA NEWS-PRESS TIMECARD

: 11/23/2016

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FOR PAYROLL USE ONLY Page 175 of 290

11/29/08 F 005210 Bateman, Dennis



Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
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Employee Signature

Approved

Approved

Approved

Approved

***Time cards index be submitted to supervisor before DOCUMENT #1647660

SANTA BARBARA NEWS-PRESS

TIMECARD



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Approved

Employee Signature

••••Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

01/24/09

005210

SANTA BARBARA NEWS-PRESS TIMECARD

Pay Period Ending 24 Jail 2009

Bateman, Dennis

Dept. -H

Name _

Dept. #.

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Employee Signature

Comments

SATURDAY, JAN 17 - TOC GIRK WATTER POLO

Approved

02/07/0911/23/2016 Page F180 of 290 005210

••••Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS TIMECARD

Bateman, Dennis DENNIS BATEMAN I TOB WUI Pay Period Ending Name SPORTS Dept. # Dept. Hours Mon Tues Wed Thur Fri Sat Week 1 Sun Mon Tues Wed Thur Fri Sat Week 2 Total Sun 80 8 8 8 8 40 8 8 8 8 Worked 8 Vacation Sick Holiday Other Comments

Employee Signature

Approved

RESP 1075 JDA I 061 Page 19 of 28

005210 ••••Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period. **SANTA BARBARA NEWS-PRESS** TIMECARD Bateman, Dennis Η DENNIS BATEMAN Pay Per. _ _____ Name Dept. Dept. #_ 32 Week 2 Hours Sun Mon Tues Wed Thur Fri Sat Week 1 Sun Mon Tues Wed Thur Fri Sat **Total** 8 Worked Vacation Sick Holiday Other

Comments	OT-2	122-23 (CIE	PREVIEWS	~	2/1013.	2	/18-20	PRODUCTION

Employee Signature

Approved

RESP 1075 JDA 1062 Page 20 of 28

005210

****Time cards must be submitted to supervisor before

SANTA BARBARA NEWS-PRESS

Bateman, Dennis

10 a.m. Sunda	ıy, followi	ing end c	of each p	ay period	1.	ļ	SAIV	TIMI	ECARD		.00			H H	1116111	, , , , , , , , , , , , , , , , , , , ,	
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Page **1**84 of 290

••••Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS TIMECARD 005210 Bateman Dennie

		Ū	·					TIM	ECARD					Bat	emar	1, D <i>e</i> nni	5
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RESP 1075 $\mathrm{JDA1065Page}$ 23 of 28

***Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS TIMECARD

005210

Bateman, Dennis

Name	De	NVis	BAT	(GNA) S)							_ Pay	Peri	Н			
Dept. ——		Sx	ORT	<u>s</u>								_ Dep	ot. #				
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 $\begin{array}{ccc} \textbf{05/Q2/199} & \textbf{Page}^{F_{186}} & \textbf{of 290} \\ \textbf{005210} & \textbf{Page}^{F_{186}} & \textbf{of 290} \\ \end{array}$

***Time cards must be submitted to supervisor before

SANTA BARBARA NEWS-PRESS

10 a.m. Sunda	y, tollowi	ng ena a	r each p	ay period	1.		•	TIME	CARD				E	Bate	man	, Deni	nis
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irections: Time Name:		und Ba						. •		od Ending:		5/30		
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complied with a hat I have reco supervisor in w	elved all bre					fotal	Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other 1	Total
	/11	** **		1011	•					× 2				

mployee Certification

Supervisor Approval

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Bateman, Dennis

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Santa Barbara News-Press Timesheet

Directions: Time	ecards mus	t be complet	ed in ink. O	nce complet	ed, employee	es must sign	the timecard	and submit	it to his/her su	pervisor Sati	urday at the	end of each	pay period.	
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Department:	5	PORTS					-		Depa	artment #:		; 		
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Tuesday	612	235	600	630	1145	8:35	8	1/2						
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I certify that th complied with that I have rec supervisor in v	all company eived all bre	policies reg	arding timek	eeping. I al	so certify	Total	Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total

Employee Certification

Supervisor Approval

****Time cards hus be Automitted to supervise Defere 10 a.m. Sunday, following end of each pay period.

Documenta #BARBARA NEWS-PRESS IIEd: 11/23/2016 TIMECARD

FOR PAYROLL USE ONLY Page 190 of 290

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Employee Signature

Time cards 10 a.m. Sunda Name				4.	LVV	ey		TA BARBA	ECARD		iled Ess			<i>H</i> Endin	g	e 199 of Victoria	
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10 a.m.	Sunday	/. follo	wina ei	าd of e	ach ba	v perio	d.	

OCUMENT #1647660 SANTA BARBARA NEWS-PRESS **TIMECARD**



Harvey, Victoria Name VICKIE Harrey Pay Period Ending ___ Dept. NUSROOM Dept. #_ 32 Tues Hours Sun Mon Wed Thur Fri Sat Week 1 Sun Mon Tues Wed Thur Fri Sat Total 10 11 Worked 10 10.5 10:5 3 8 Vacation Sick Holiday Other

Comments G. T. du to short stable and moving Life to 5.5

Employee Signature Vuli Huz Approved Ambrewer

Name	/	<u>/\</u>	O F	VS	<u> </u>	<u>} </u>						_ F _ D-,	Harv	ey, Yi	ictor	ia	Н
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Based on negoiated vac w/steepleton.

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····Time cards 10 a.m. Sunda	ay, follow	ing end o	of each p	ay period	d.		SAN	TA BARBA	RA NE ECARD		ESS	1	01/10				$oldsymbol{F}$	
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Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total	56
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••••Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS

005210

TIMECARD Harvey, Victoria Vickie Harvey Pay Period Ending Dept. #_ Dept. Wed Sat Week 1 Sun Mon Tues Wed Thur Sat Week 2 Total Hours Sun Mon Tues Thur Fri Fri 93 8 Worked ,75 5.25 **Vacation** Sick Holiday Other O.T. due to changing to 5.5

RESP 1076 JDA 1 089 Page 19 of 30

 $\begin{array}{ccc} 02/21/09_{11/23/2016} & \text{Page 209 of 290} \\ 005210 & \end{array}$

****Time cards must be submitted to supervisor before

SANTA BARBARA NEWS-PRESS

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RESP 1076 JDA1090Page 20 of 30

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••••Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS TIMECARD

Harvey, Victoria

Pay Period Ending _ Dept. # Week 1 Wed Sat Hours Mon Tues Wed Thur Fri Sat Sun Mon Tues Thur Fri Week 2 **Total**

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Overtime due to work on Life Section

signature Vuni Hy

Approved

Approved

RESP 1076 JDA 1095Page 25 of 30

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Harvey, Victoria H

Santa Barbara News-Press Timesheet

Directions:	Timecards must be completed in ink.	Once completed, employees must sign the timecard and submit it to his/her supervisor Saturday at the end of each pay perio	d.
		·	

Name: VICKIE Harrey

Department: MCWSROOM Pay Period Ending: Department #: For Payroll Use Only (1997) Total Premium Hours Regular Worked Holiday Other Date Out In Out Regular Overtime Overtime Sick Vacation Total Sunday HOLIDAY-MEMORIAL Monday 2 12:30 6:30 Tuesday 12:45 4:00 9.75 Wednesday 8:45 12:15 12:45 5:15 Thursday 11/2 Friday Saturday Sunday 8 5/25 12:30 5:30 Monday 3/4 12:15 Tuesday 12:15 9 Wednesday 2 7:30 1230 Thursday 29 1230 Friday Saturday 175/62/2 I certify that the above hours are true and correct and that I have complied with all company policies regarding timekeeping. I also certify Premium Regular

Regular

Total

that I have received all breaks required by law, unless I have notified my supervisor in writing.

Overtime

Sick

Vacation

Holiday

Other

Total

Supervisor Approval

Overtime

Time-Off Form

Instructions:

FIRE TO MANGE

All employees are required to complete this form to document paid time off taken during each pay period. Please princlegibly. Completed forms should be submitted to the employee's supervisor by the last Saturday of each pay period. Exempt employees are not required to complete the timesheet on the opposite side of this form.

Supervisors must verify that the staff member is eligible for paid time off, approve the form by signing in the designated area, and forwarding approved form to payroll by Saturday.

All paid time off must comply with News-Press policy and further documentation may be requested. Policy questions may be directed to the Human Resources Department.

Name	. ·	VICKIE	Harvey			a along tilled againtinggathaggath hagaine i Papathaga Maranthagainnana ann aith d dao
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Harvey, Victoria H

Santa Barbara News-Press Timesheet

Directions: Time	ecards mus	t be complete	ed in ink. Or	nce complete	ed, employee	es must sign	the timecard	l and submit i	t to his/her su	ipervisor Sat	urday at the e	end of each	pay period.	
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RESP 1076 JDA 1099Page 29 of 30

USCA Case #15-1074 Santan Bathara Newse Press 2016

Page 219 of 290

Time-Off Form

instructions:

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All employees are required to complete this form to document paid time off taken during each pay period. Please print legibly. Completed forms should be submitted to the employee's supervisor by the last Saturday of each pay period. Exempt employees are not required to complete the timesheet on the opposite side of this form.

Supervisors must verify that the staff member is eligible for paid time off, approve the form by signing in the designated area, and forwarding approved form to payroll by Saturday.

All paid time off must comply with News-Press policy and further documentation may be requested. Policy questions may be directed to the Human Resources Department.

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Santa Barbara News-Press Timesheet

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RESP 1077 Page 26 of 28

Santa Barbara News-Press Timesheet

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USCA Case #15-1074 Document #1647660 Filed: 11/23/2 Santa Barbara News-Press

Time Off Form

Instructions:

All employees are required to complete this form to document paid time off taken during each pay period. Please print legibly. Completed forms should be submitted to the employee's supervisor by the last Saturday of each pay period. Exempt employees are not required to complete the timesheet on the opposite side of this form.

Supervisors must verify that the staff member is eligible for paid time off, approve the form by signing in the designated area, and forwarding approved form to payroll by Saturday.

All paid time off must comply with News-Press policy and further documentation may be requested. Policy questions may be directed to the Human Resources Department. Name Department Pay Period Ending # OF DAYS REASON DATE(S) # OF HOURS Vacation [Sick Leave Holiday (specify holiday below) \Box Jury Duty Bereavement (specify relationship below) Other (explain below) TOTAL TIME OFF: FURTHER EXPLANATION (when required) Neworia **Employee Signature** Date

Santa Barbara News-Press

Performance Evaluation

(Two Levels of Approval Required)

Filed: 11/23/2016

Employee Information

	(1 Wo 2010 of Approval Required)
Marilyn McMahon	
Employee Name	
News	Immediate Supervisor's Signature Date
Department	1-14-08
Reporter	Department Head's Signature Date
Job Title	HR Department Signature Date
Date Started Present Job Date Started with SBNP	
2008 2009	Publisher's Signature Date
Date Last Review Date Next Review	
Copies: Employee Supervisor H	R Department Publisher's Office
Job Description Revi	

SB News-Press Performance Review...

Performance Management plays a key role in helping the Santa Barbara News-Press fulfill its future goals. The Performance Management System is designed to provide you with constructive feedback on your performance and assist you with maximizing your productivity. The program is a comprehensive managerial process for developing an environment that enables each employee to reach his/her potential in pursuit of organizational objectives.

After you and your supervisor discuss your performance, the evaluation form will be returned to you for your signature to confirm that a discussion took place. You may, if you wish, enter additional comments of your own. A copy of the completed form, with your comments (if any), will be given to you and the original will be on file in the Human Resources Department.

Additional information regarding the Performance Management System can be found in your Employee Handbook.

Standards

Discuss strengths and weaknesses for the performance of the following standards using the scale below:

- 5 Always excels or exceeds standards.
- 4 Consistently meets standards.
- 3 Generally meets standards. Improvement possible.
- 2 Meets standards sometimes. Improvement needed.
- 1 Does not meet standards. Improvement required.
- 1. Knowledge of the job. Consider job-specific criteria in addition to the following:

 Demonstrates proficiency in the technical skills required of job. Exhibits ability to solve problems creatively and efficiently. Examines options and makes decisions in a timely manner. Considers relationship of own work to others in the department and the rest of the newspaper. Interacts with members of the team, department and organization effectively. Applies experience from successes and mistakes to improve performance. Demonstrates ability to motivate and develop a team through example and challenge (supervisors).

Rating Comments:	4			

2. Use of time and resources. Consider job-specific criteria in addition to the following: Manages time effectively. Organizes work logically and systematically. When necessary adjusts priorities appropriately. Meets deadlines consistently. Follows through on assigned tasks. Uses available resources effectively. Is able to anticipate problems and has contingency plans in place. Considers impact on budget when making decisions (non-supervisors). Demonstrates ability to control costs and meet budgetary goals (supervisors).

Rating Comments:

Marilyn could do a better job of planning things out, so that things don't seem to be so burdensome. She sometimes looks at her load and sees an overwhelming amount of work, but when it gets to the calendar, it is quite manageable, even considering the variety of tasks.

3. Accuracy/quality of work. Consider job-specific criteria in addition to the following	Ξ:
Produces accurate work according to instructions. Improves work based on feedback. Strives to	_
continually improve the newspaper.	

Rating Comments:



Her features sparkle; her briefs and short items often read like the press releases from which they come. Whether she's doing the long piece or the short piece, every piece deserves that sparkle.

4. Productivity/volume of work. Consider job-specific criteria in addition to the following: Generates an acceptable volume of work. Works independently with appropriate level of supervision. Is able to learn new procedures and systems at an acceptable pace.

Rating Comments:



Marilyn should strive for more shorter pieces versus fewer longer pieces.

5. Communication. Consider job-specific criteria in addition to the following:

Expresses thoughts clearly when speaking and writing. Listens attentively and seeks clarity when needed. Provides timely information to team members, supervisors and other departments about ongoing projects. Demonstrates courtesy when communicating with the public and co-workers. Recognizes when tenacity is helpful and when it is time to accept a supervisor's decision. Addresses personnel issues quickly to achieve resolution (supervisors).

Rating Comments:



When things aren't going right, like when it looks like Marilyn won't hit a deadline, she needs to do a better job of saying so.

6. Initiative. Consider job-specific criteria in addition to the following:

Recommends ways to improve the flow of work and processes. Demonstrates innovation and looks for opportunities to improve the quality of the newspaper. Initiates requests for new assignments and offers to help others. Takes appropriate follow-up actions. Delivers more than the minimum required.

assıgnments minimum req	and offers to help others. Takes appropriate follow-up actions. Delivers more than the uired.
Rating Comments:	3
1	mes up with nice feature ideas. But when asked to submit new story 's what she needs to bring. Not some of the same ideas from the last
Arrives punct	nalism. Consider job-specific criteria in addition to the following: ually for work and meetings. Comes prepared for the task at hand. Remains calm in stressful monstrates the highest ethical standards.
Rating <i>Comments</i> :	3
Follows depar goals and striv good judgeme	s, guidelines & goals. Consider job-specific criteria in addition to the following: rtment and company procedures in a timely manner. Demonstrates knowledge of company wes to achieve them. Promotes new policies and procedures to support company goals. Uses ent regarding safety. Is able to set clear goals, delegates effectively and establishes r (supervisors).

1.	Objective:
2.	Objective:
3.	Objective:
<u> </u>	
	Overall Performance
	Considering the performance of the Standards calculate the employee's overall job effectiveness as you see it.
	Calculate the average of the performance standards by adding them and dividing by 8.
	3.37

Employee Comments (Optional)		
	- Anna Anna Anna Anna Anna Anna Anna Ann	
	-	
	-	

Employee's Signature Musik Inhum Date 7/3/69 (Your signature indicates that this evaluation has been discussed with you. It does not necessarily imply agreement.)

SBNP/revised- June 2004

Santa Barbara News-Press

Employee Information

Performance Evaluation

	(Two Levels of Approval Required)
Dennis Bateman	
Employee Name	
News	Immediate Supervisor's Stignature Date
Department	12 17-61
Reporter	Department Head's Signature Date
Job Title	1/ XX/10/X/0X/0X/0X/0X
	HR Department Signature Vale
Date Started Present Job Date Started with SBNP	, ,
2008	Publisher's Signature Date
Date Last Review Date Next Review	
Copies: Employee Supervisor HR D	Department Publisher's Office
Job Description Review Changes made since last review No changes necessary	ved

SB News-Press Performance Review...

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Additional information regarding the Performance Management System can be found in your Employee Handbook.

Standards

Discuss strengths and weaknesses for the performance of the following standards using the scale below:

- 5 Always excels or exceeds standards.
- 4 Consistently meets standards.
- 3 Generally meets standards. Improvement possible.
- 2 Meets standards sometimes. Improvement needed.
- 1 Does not meet standards. Improvement required.
- 1. Knowledge of the job. Consider job-specific criteria in addition to the following:

 Demonstrates proficiency in the technical skills required of job. Exhibits ability to solve problems creatively and efficiently. Examines options and makes decisions in a timely manner. Considers relationship of own work to others in the department and the rest of the newspaper. Interacts with members of the team, department and organization effectively. Applies experience from successes and mistakes to improve performance. Demonstrates ability to motivate and develop a team through example and challenge (supervisors).

Rating Comments:



Dennis is clear on what has to happen whether he's in writer mode or designer mode, and he is competent at both.

2. Use of time and resources. Consider job-specific criteria in addition to the following: Manages time effectively. Organizes work logically and systematically. When necessary adjusts priorities appropriately. Meets deadlines consistently. Follows through on assigned tasks. Uses available resources effectively. Is able to anticipate problems and has contingency plans in place. Considers impact on budget when making decisions (non-supervisors). Demonstrates ability to control costs and meet budgetary goals (supervisors).

Rating Comments:



3. Accuracy/quality of work. Consider job-specific criteria in addition to th	e following
Produces accurate work according to instructions. Improves work based on feedback. S	trives to
continually improve the newspaper	

Rating Comments:



4. Productivity/volume of work. Consider job-specific criteria in addition to the following: Generates an acceptable volume of work. Works independently with appropriate level of supervision. Is able to learn new procedures and systems at an acceptable pace.

Rating Comments:



Dennis contributes so much to the paper, from his prep reports to his designing. He is a shining multitasker, which makes him a terrific producer.

5. Communication. Consider job-specific criteria in addition to the following:

Expresses thoughts clearly when speaking and writing. Listens attentively and seeks clarity when needed. Provides timely information to team members, supervisors and other departments about ongoing projects. Demonstrates courtesy when communicating with the public and co-workers. Recognizes when tenacity is helpful and when it is time to accept a supervisor's decision. Addresses personnel issues quickly to achieve resolution (supervisors).

Rating Comments:



When things are going right and wrong, Dennis does a good job at letting you know. And he asks when he sees a need for direction.

6. Initiative. Consider	job-specific	criteria in addit	ion to the following:
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Recommends ways to improve the flow of work and processes. Demonstrates innovation and looks for opportunities to improve the quality of the newspaper. Initiates requests for new assignments and offers to help others. Takes appropriate follow-up actions. Delivers more than the minimum required.

Rating Comments:



Like any reporter, Dennis could settle for doing the same thing game after game, but he strives to make the next lead better than the last. He sincerely wants the News-Press to have a top-notch sports report -- and his contributions show as much.

7. Professionalism. Consider job-specific criteria in addition to the following:

Arrives punctually for work and meetings. Comes prepared for the task at hand. Remains calm in stressful situations. Demonstrates the highest ethical standards.

Rating *Comments*:



8. Procedures, guidelines & goals. Consider job-specific criteria in addition to the following: Follows department and company procedures in a timely manner. Demonstrates knowledge of company goals and strives to achieve them. Promotes new policies and procedures to support company goals. Uses good judgement regarding safety. Is able to set clear goals, delegates effectively and establishes accountability (supervisors).

Rating Comments:



1.	Objective:
 2.	Objective:
<u>.</u>	Objective.
3.	Objective:
<u> </u>	
	Overall Performance
	Considering the performance of the Standards calculate the employee's overall job effectiveness as you see it.
	Calculate the average of the performance standards by adding them and dividing by 8.
	3.87
	·

Employee Comments (Optional)				
				- Constitution of the Cons

Employee's Signature

Date / C/M

(Your signature indicates that this evaluation has been discussed with you. It does not necessarily imply agreement.)

SBNP/revised- June 2004

USCA Case #15-1074 Document #1647660 Filed: 11/23/2016 Page 260 of 290

Santa Barbara News-Press

Performance Evaluation

Employee Information (Two Levels of Approval Required) Tom De Walt **Employee Name** Date News Department Graphic artist Job Title Date Started Present Job Date Started with SBNP 2008 2009 Publisher's Signature Date Date Next Review **Date Last Review** Employee Supervisor HR Department Publisher's Office **Job Description Reviewed** Changes made since last review No changes necessary

SB News-Press Performance Review...

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Discuss strengths and weaknesses for the performance of the following standards using the scale below:

- 5 Always excels or exceeds standards.
- 4 Consistently meets standards.
- 3 Generally meets standards. Improvement possible.
- 2 Meets standards sometimes. Improvement needed.
- 1 Does not meet standards. Improvement required.
- 1. Knowledge of the job. Consider job-specific criteria in addition to the following:

 Demonstrates proficiency in the technical skills required of job. Exhibits ability to solve problems creatively and efficiently. Examines options and makes decisions in a timely manner. Considers relationship of own work to others in the department and the rest of the newspaper. Interacts with members of the team, department and organization effectively. Applies experience from successes and mistakes to improve performance. Demonstrates ability to motivate and develop a team through example and challenge (supervisors).

Rating *Comments*:

5

Tom knows the computer-aided graphic design environment inside and out. He pitches ideas to make things better, and is always mindful of how his work can improve the readability of the papers.

2. Use of time and resources. Consider job-specific criteria in addition to the following: Manages time effectively. Organizes work logically and systematically. When necessary adjusts priorities appropriately. Meets deadlines consistently. Follows through on assigned tasks. Uses available resources effectively. Is able to anticipate problems and has contingency plans in place. Considers impact on budget when making decisions (non-supervisors). Demonstrates ability to control costs and meet budgetary goals (supervisors).

Rating *Comments*:

4

3. Accuracy/quality of work. Consider job-specific criteria in addition to the following
Produces accurate work according to instructions. Improves work based on feedback. Strives to
continually improve the newspaper.

Rating Comments:



No one around here does a better job than Tom. Whether it's the time-consuming large explainer graphics -- that tell a story all on their own -- or taking a breaking story and turning it into a simple chart or graph, Tom does it all deftly.

4. Productivity/volume of work. Consider job-specific criteria in addition to the following: Generates an acceptable volume of work. Works independently with appropriate level of supervision. Is able to learn new procedures and systems at an acceptable pace.

Rating *Comments*:



When asked, he does. And when not asked, he asks, "Can I...?"

5. Communication. Consider job-specific criteria in addition to the following: Expresses thoughts clearly when speaking and writing. Listens attentively and seeks clarity when needed.

Provides timely information to team members, supervisors and other departments about ongoing projects. Demonstrates courtesy when communicating with the public and co-workers. Recognizes when tenacity is helpful and when it is time to accept a supervisor's decision. Addresses personnel issues quickly to achieve resolution (supervisors).

Rating Comments:



We always know what Tom is working on. And he is ever-ready to offer insight on how his art can enhance a story. I would like to see him contribute more to the Life section.

Recommends ways to improve the flow of work and processes. Demonstrates innovation and looks for opportunities to improve the quality of the newspaper. Initiates requests for new assignments and offers to help others. Takes appropriate follow-up actions. Delivers more than the minimum required.

Rating Comments:	5				
Arrives punctu	ally for work and	job-specific crimeetings. Comes prest ethical standar	prepared for the ta		ng: ins calm in stressful
Rating Comments:	5				
Follows depart goals and striv	ment and compan es to achieve them nt regarding safety	als. Consider job- y procedures in a t a. Promotes new po . Is able to set clea	imely manner. Dolicies and proced	emonstrates know lures to support co	ledge of company ompany goals. Uses
Rating Comments:	5				

Future Performance Objectives (Describe 1 - 3 mutually developed objectives.)

1.	Objective:
2.	Objective:
3.	Objective:
	Overall Performance Considering the performance of the Standards calculate the employee's overall job effectiveness as you see it. Calculate the average of the performance standards by adding them and dividing by 8.

Employee Comments (Optional)

Employee's Signature Date 5-12-09 (Your signature indicates that this evaluation has been discussed with you. It does not necessarily imply agreement.)

SBNP/revised-June 2004

Employee Comments (Optional)

For 6 mos of 2008 I designed, by myself the Valley Living magazine in the new program 5.5, I volunteered to do this, in addition to my regular duties as graphic artist. Learning 5,5 took time, my personal time to do, even in the face of at least one co-worker telling me, "You'll be sorry you volunteered." Well, l'm not sorry and I will always go the extra mile. I'm proud of all my accomplishments in 2008 but particularly this one and I want it in my review. I've also volunteered to help train to workers in the 5.5 turn Respectfully, Tom DeWalt

Employee's Signature Copy	Date	5-1	2-09
(Your signature indicates that this evaluation has been discussed w	vith you. It	t does not	
necessarily imply agreement.)			6 pm

SBNP/revised- June 2004

USCA Case #15-1074 Document #1647660 Filed: 11/23/2016 Page 267 of 290

Santa Barbara News-Press

Performance Evaluation

Employee Information	
Steve Malone	(Two Levels of Approval Required)
Employee Name	filmrhegflate Supervisor's Signatyre Date
Photography	Villaging Sales
Department	
Staff-Photographer	Department Head's Signature Date
Job Title	HR/Degan/ment Signature Date
Date Started Present Job Date Started with SBNP	Publisher's Signature Date
Date Last Review Date Next Review	_ Date
Copies: Employee Supervisor F	IR Department Publisher's Office
Job Description Review Changes made since last review No changes necessary	

SB News-Press Performance Review...

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Standards

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- 5 Always excels or exceeds standards.
- Consistently meets standards.
- Generally meets standards. Improvement possible.
- Meets standards sometimes. Improvement needed.
- 1 Does not meet standards. Improvement required.

1. Knowledge of the job. Consider job-specific criteria in addition to the following: Demonstrates proficiency in the technical skills required of job. Exhibits ability to solve problems creatively and efficiently. Examines options and makes decisions in a timely manner. Considers

relationship of own work to others in the department and the rest of the newspaper. Interacts with members of the team, department and organization effectively. Applies experience from successes and mistakes to improve performance. Demonstrates ability to motivate and develop a team through example and challenge (supervisors).

Rating	
Comments:	

5

Steve demonstrates proficiency in the technical skills required for the job He's skill in lessening to scanner traffic to determine if the call is worth rolling on saves time. He's willing to seek the opinion of other team members in selecting a picture to go with story. He is the model in covering spot news by being at the right place and time and know what location to go to and the route to take depending on the time of day.

2. Use of time and resources. Consider job-specific criteria in addition to the following: Manages time effectively. Organizes work logically and systematically. When necessary adjusts priorities appropriately. Meets deadlines consistently. Follows through on assigned tasks. Uses available resources effectively. Is able to anticipate problems and has contingency plans in place. Considers impact on budget when making decisions (non-supervisors). Demonstrates ability to control costs and meet budgetary goals (supervisors).

	4
Rating	•
Comments:	

Steve could take fewer images per assignment shorting his editing time and allowing more time for captioning and proof out photos for daily 2:30 pm editors meeting. Steve has been improving his skills in using his laptop and sending image remotely to News-Press FTP site from the field, giving the department more flexibility in covering late Carpinteria assignments.

3. Accuracy/quality of work. Consider job-specific criteria in addition to the following: Produces accurate work according to instructions. Improves work based on feedback. Strives to continually improve the newspaper.

	4
Rating	•
Comments:	

Steve makes great efforts to shoot accurate photos that fairly portray his subjects and more than willing to reshoot and assignment. He's caption have improved by being more complete, as well as, photo file re-naming.

4. Productivity/volume of work. Consider job-specific criteria in addition to the following: Generates an acceptable volume of work. Works independently with appropriate level of supervision. Is able to learn new procedures and systems at an acceptable pace.

	4
Rating	•
Comments:	
Comments.	

Steve) is able to do his job with a minimum of supervision because of having more than 37 years with the News-Press. He uses his own cameras, lens, flash and police scanner equipment to cover his assignments. This year he was suppled with a company laptop, allowing him to transmit photo to the News-Press from the field, making his image available to the web sooner. His laptop has greatly improved the photo departments coverage of breaking news for the web.

5. Communication. Consider job-specific criteria in addition to the following:

Expresses thoughts clearly when speaking and writing. Listens attentively and seeks clarity when needed. Provides timely information to team members, supervisors and other departments about ongoing projects. Demonstrates courtesy when communicating with the public and co-workers. Recognizes when tenacity is helpful and when it is time to accept a supervisor's decision. Addresses personnel issues quickly to achieve resolution (supervisors).

	5
Rating	
Comments:	

Steve, understands the needs of editors, reports, and the subjects he's photographing and if he don't he ask. He is interested in every assignment he shoots. He isn't afraid to ask hard questions of sources and is respectful at all time. His knowledge of the Santa Barbara community is one of the greats assets Steve brings to job every day and has the willingness to share the information with new reports and editors in the newsroom.

6. Initiative. Consider job-specific criteria in addition to the following:

Recommends ways to improve the flow of work and processes. Demonstrates innovation and looks for opportunities to improve the quality of the newspaper. Initiates requests for new assignments and offers to help others. Takes appropriate follow-up actions. Delivers more than the minimum required.

Rating Comments:

5

Steve, volunteers to shoot assignment that some times involves overtime. He always want to improve on his photographs by going back at different time of day for the lighting. Always delivers more images than we can use. Steve is the hardest worker in the department. He makes sure his work is done for before he leaves for the day.

7. Professionalism. Consider job-specific criteria in addition to the following:

Arrives punctually for work and meetings. Comes prepared for the task at hand. Remains calm in stressful situations. Demonstrates the highest ethical standards.

Rating Comments:

5

Even when the stress is high, he is a professional. He has the respect of his colleagues, and the community speaks highly of him. If a 6 was possible, he'd deserve it. He regularly keep me update on his location and statues through the day.

8. Procedures, guidelines & goals. Consider job-specific criteria in addition to the following: Follows department and company procedures in a timely manner. Demonstrates knowledge of company goals and strives to achieve them. Promotes new policies and procedures to support company goals. Uses good judgement regarding safety. Is able to set clear goals, delegates effectively and establishes accountability (supervisors).

Rating Comments:

5

Steve is the best in the department in following department and company procedures in a timely manner. He demonstrates knowledge of News-Press goals and strives to achieve them. Uses good judgement regarding safety, and wanting to support News-Press advertisers.

Future Performance Objectives

(Describe 1 - 3 mutually developed objectives.)

1. Objective:

2. Objective:

3. Objective:

Overall Performance

Considering the performance of the Standards calculate the employee's overall job effectiveness as you see it.

Calculate the average of the performance standards by adding them and dividing by 8.

4.62

Employee's Signature Date 5-6-0 (Your signature indicates that this evaluation has been discussed with you. It does not necessarily imply agreement.)

SBNP/revised-June 2004

STORY SLUG PAUL BERENSON: SATURDAY, JULY 29, 2005, HOUR 3/AGNES HUFF: PAUL BERENSON INTERVIEWEES: ANNOUNCER, IRA GOTTLIEB, MALE, MARTY KEEGAN, PAUL BERENSON

TAPE NUMBER: HOURS

[HOUR3]00:00:08

ANNOUNCER

It is now time for the third hour of Santa Barbara's only Progressive talk show, The Paul Berenson Show, with your host, Paul Berenson.

[HOUR3]00:00:14

PAUL BERENSON

Hey, back again, Santa Barbara News-Press has been in the news the last two or three weeks all over the world, and we've got labor leader Marty Keegan with us, Marty, great to have you here.

[HOUR3]00:00:27

MARTY KEEGAN

Thank you very much, Paul.

[HOUR3]00:00:27

PAUL BERENSON

And attorney, labor attorney, Ira Gottlieb, Ira, great to have you on the show.

IHOUR3]00:00:31

IRA GOTTLIEB

Nice to be here, thanks for inviting me.

[HOUR3]00:00:33

PAUL BERENSON

Yeah, I had everybody else on your family here, so, (LAUGH) we've got to have you, (LAUGH) too. You're Marcy Winograd's husband, okay, (UNINTELLIGIBLE) ...

[HOUR3]00:00:41

IRA GOTTLIEB

(OVERLAPPING) I confess.

THOUR3]00:00:41

PAUL BERENSON

and we're gonna try and get (SOUNDS LIKE) Patti on the show to talk about the stock market piece that she wrote about you last week.

[HOUR3]00:00:48

IRA GOTTLIEB

Okay.

[HOUR3]00:00:49

Okay, I'll...

PAUL BERENSON

[HOUR3]00:00:49

PAUL BERENSON

Okay, News-Press here, interesting story in today's LA Times, so, let's start here. Three of LA billionaires have, are trying to buy the LA Times, (SOUNDS LIKE) Eli Broad, Ron Burkle, and David Geffen. Local ownership of the media, we have that with the Santa Barbara News-Press, but we're Clear Channel, and we're the ones who get bashed (srammers) for trying to control the media. And, you know, local ownership, how important is local ownership, Marty?

[HOUR3]00:01:19

MARTY KEEGAN

Well, yeah, I'm sorry. I, that, yeah, it's, listen, it, this is a, it, it's an interesting thing. I'd like to say that it's a, simply a situation that's happening in Santa Barbara. But we're starting to see it everywhere. At the Philadelphia Enquirer, a local gentleman who was a billionaire purchased that paper. Again, with the LA Times facing this possible purchase from Geffen and the other two gentlemen, as we start to look at this, there's an upside. There's certainly a dangerous side to this.

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STORY SLUG: PAUL BERENSON: SATURDAY JULY 29, 2008 - HOUR 3/AGNES HUFF: PAUL BERENSON TAPE HOUR 3 / PAGE: 2 of 17
INTERVIEWEES: ANNOUNCER. IRA GOTTLIEB, MALE; MARTY KEEGAN, PAUL BERENSON

[HOUR3]00:01:47

MARTY KEEGAN (CONTINUED)

And that is that as these people start to purchase these newspapers, they start to impose basically their will from not only the editorial pages but into the news sections, demanding that news is covered the way they see news to be covered.

[HOUR3]00:01:59

PAUL BERENSON

You know, it's funny, because it's interesting that David Geffen is involved in this, 'cause David Geffen shares something with Wendy McCaw. They're both, try to keep people from using the beach anywhere near their house. McCaw has a (STAMMERS) bluff top mansion, and she actually went to the Supreme Court to try to overturn, to try to get the Coastal Commission disbanded because they wouldn't let her close her beach below her mansion.

[HOUR3]00:02:31

MARTY KEEGAN

And, and Geffen's doing the same thing, is that correct?

[HOUR3]00:02:31

PAUL BERENSON

Yeah.

[HOUR3]00:02:33

IRA GOTTLIEB

Yeah, in Malibu, he's, that's been his thing for quite a while. He's had that battle.

[HOUR3100:02:37

PAUL BERENSON

Yeah, Doonesbury did a whole series on that.

[HOUR3]00:02:42

MARTY KEEGAN

Right, well, that's, again, what, what, what we've got is a situation where, and this is, this is obviously where, where the, the Santa Barbara News-Press comes in, is that with, with the ownership being put in this position, and then, the will of that owner spilling over into the newsroom, well, we've got the situation that we've got, with (STAMMERS) resignations of the editors, and some of the key reporters now, and the situation is still very, very heated up there.

IHOUR3100:03:13

PAUL BERENSON

What about, there was something. There was a big forum Wednesday night at Victoria theater, or whatever building is the Victoria theater there, And my mind just went blank, (LAUGH) but okay:

[HOUR3]00:03:31 --

MARTY KEEGAN

Well, there was a there was a forum. There were, there were six speakers, and (STAMMERS) one of them was, one of the past editors. One's a current news reporter. And the others are experts in the area of basically freedom of, of the press. And I, I thought, it was a interesting forum, to say the least. And boy, I'll tell you. There was a large attendance.

[HOUR3]00:03:54

PAUL BERENSON

Overflowing?

[HOUR3]00:03:55

MARTY KEEGAN

It was. There were people in the street being turned away. The community has obviously really turned into a, at least tuned into this issue. And, and I, I can tell you that they are very concerned that their paper's not going to represent what they feel to be truthful or, or, or at least ethical journalism.

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STORY SLUG: PAUL BERENSON: SATURDAY, JULY 29, 2006 - HOUR 3/AGNES HUFF: PAUL BERENSON TAPE HOUR 3 / PAGE: 3 OF 17 INTERVIEWEES: ANNOUNCER, IRA GOTTLIEB, MALE, MARTY KEEGAN, PAUL BERENSON

[HOUR3]00:04:14

IRA GOTTLIEB

Yeah, as I understand it, this paper has been in the community for a very long time, and it's relied on for the local news, and has always been considered having, has always had a reputation for independence and quality reporting. And there's now some concern with this mass resignation of editors (SOUNDS LIKE) that, and how they're treating the (STAMMERS) reporters and other employees generally, that this may go out the window.

[HOUR3]00:04:42

PAUL BERENSON

One of the things I noticed here was, you've got Wendy McCaw owns this, and she hired Travis Armstrong, who is known as poison pen around here. He just smears and attacks people personally. When Wendy was fighting her battle against the Coastal Commission, somebody wrote an op-ed piece for the Coastal Commission, which ran on the op-ed page. On the front page was a rebuttal to it, written by Travis Armstrong, I believe, with, you know, (STAMMERS) a disclaimer saying, you know, this is what the issue is all about.

[HOUR3]00:05:19

PAUL BERENSON (CONTINUED)

But the Coastal Commission person has an article in the op-ed piece where they do, where they oppose this, but the front page story was about the Coastal Commission op-ed piece in the op-ed section.

[HOUR3]00:05:36

MARTY KEEGAN

Well, that's, the, the, that's the interesting part of this, and I, and I can tell you, Paul, that, that, you know, as this gets further in, what we're seeing is it's somewhat convoluted. We're not sure of the, of, of the (STAMMERS), of the, the real direction. The paper is, without a question, trying to replace these editors now. And I, I can tell you, it's very confusing there, no, no question about it.

[HOUR3]00:06:00

PAUL BERENSON

I've got a friend who used to work in radio, and gathered some sanity at some point, and get into a different business, (LAUGH) but, but he, I was talking to him last week. He's, oh, I want to be around Wendy McCaw. I, I'm thinking of applying for a job there as a journalist. Have you ever had any experience in journalism? None, but that doesn't matter. I just (LAUGH) can suck up to Wendy McCaw and Travis Armstrong. (SOUNDS LIKE) You know, he'd probably get a job.

[HOUR3]00:06:22

MARTY KEEGAN

Well, well, I don't know how far that's gone, but I will say this. Again, here, here, here's where the problem lies, and it, and it's a very important problem because the community and the people that want to read this paper, and, and especially your listeners, I tell you that when you pick that paper up in the morning, if it's your community paper, if it's your national paper, whatever it is, you expect to see what you would call fair and balanced news, or in this case, at least objective reporting.

[HOUR3]00:06:51

MARTY KEEGAN (CONTINUED)

You don't want to pick up something that may simply be a slant or a, or a political agenda, and, and that certainly is not the news. And I know someone at the forum mentioned that Wendy may own the paper but she doesn't own the news. Well, I, I can say that the struggle is simply, and it's not just here at, at, at the Santa Barbara paper, but it's everywhere, that the, the, the reporters are, are under the gun and being pushed to report news in certain manners.

[HOUR3]00:07:22

MARTY KEEGAN (CONTINUED)

And, and of course, they've got ethics, and, and (STAMMERS) in journalism that they've got to try to stand up for, and this is becoming a big struggle nationally.

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[HOUR3]00:07:29

PAUL BERENSON

One of the things, I remember what I wanted to say there, when I lost my train of thought. I had talked to one of the writers there, who wrote a critical piece of city councilman, and the editorial page editor, Travis Armstrong, took it and ran with it, and left out, you know, just kind of selectively picked parts of it to write about to smear this person. And I talked to the reporter recently.

[HOUR3]00:07:54

PAUL BERENSON (CONTINUED)

And I said, you know, it's like, you know, did, you know, basically, you're kind of, you know, this, this wasn't really true, and you know it wasn't true. And, you know, why did you, you know, what did you do there? And he says, well, you know, I was as hard on the other Progressive candidate, too.

[HOUR3]00:08:12

MARTY KEEGAN

Oh.

[HOUR3]00:08:12

PAUL BERENSON

You know, and that said some, that said volumes to me right there.

[HOUR3]00:08:17

MARTY KEEGAN

Well, I, you know, Ira, I don't know if you want to comment on that, but I think that that's, that, that is part of where the problem lies, and I can tell you this. It, it's a very interesting conundrum for a writer, when you know you're reporting something that not necessarily is, is an exact lie, but it's definitely in your opinion as a, as a reporter, does not reflect exactly what the story is, what do you do?

[HOUR3]00:08:43

MARTY KEEGAN (CONTINUED)

And, and, and part of that struggle has been exactly what the staff faced there, and, and nine of the editors themselves decided to simply resign based on ethical, ethical questions, and they could not continue under those circumstances based on, on, on those questions of ethics. They had to throw in the towel.

[HOUR3]00:09:04

IRA GOTTLIEB

You know, what, what's going on there, Paul, is, is, is the wall between the editorial and the ownership, and, I should say the editorial page, and run by the ownership, and the other writing in the paper, which is supposed to be news, is supposed to be objective, I hate to use the word fair and balanced.

[HOUR3]00:09:21

PAUL BERENSON

(LAUGH) Yeah, I know.

[HOUR3]00:09:21

IRA GOTTLIEB

(SOUNDS LIKE) 'Cause who else uses it? (LAUGH) But (STAMMERS), and that wall is coming down. And that's what led to the editors exiting. And that is what's making the reporters there look for some support collectively, and's what's making them look for some support from the community. And that's why it's become such big news in Santa Barbara.

[HOUR3100:09:47

PAUL BERENSON

Ira, there was originally a gag order at the Santa Barbara News-Press.

[HOUR3]00:09:50

IRA GOTTLIEB

Mm hmm.

[HOUR3]00:09:51

PAUL BERENSON

What's the status of that right now?

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[HOUR3]00:09:53

IRA GOTTLIEB

Well, what happened was, I gather, back about a month ago, there was a gag order that seemed on it, seemed literally to prevent any employee at the paper from talking about their own terms and conditions of employment, and, and what the situation was at the paper. If you read it quite literally, it seemed to, to impinge on their rights, 'cause it's illegal to, to repress people in that way at the workplace.

[HOUR3]00:10:27

IRA GOTTLIEB (CONTINUED)

And we were coming up there last week to announce that we were gonna file an unfair labor practice charge with the National Labor Relations Board to protest and challenge that gag order. And that very day, they changed, the paper changed the gag order, and at least tried to indicate in a new (STAMMERS) employee rule that they just promulgated that day that we were up there for the conference, that, that you could, in fact, talk about your terms and conditions of employment and talk about mutual aid and protection.

[HOUR3]00:10:59

IRA GOTTLIEB (CONTINUED)

And that's the actual language that's now, for the first time, in this employee rule. So, they, they've, must have gotten word about what we were doing, and changed it to at least come closer to conforming with the law.

[HOUR3]00:11:15

PAUL BERENSON

Paul Berenson Show, news radio 990, KTMS, we're here with labor leader, Marty Keegan, who's organizing, who's (STAMMERS) (SOUNDS LIKE) taught, organizing Santa Barbara News-Press newsroom, and Ira Gottlieb, an attorney, a labor attorney, from Los Angeles, who's also involved in this. And let's talk some more about this. We're gonna take a break here, so, let's take our break, and we'll be back in a couple minutes. (TECHNICAL)

[HOUR3]00:11:38

PAUL BERENSON (CONTINUED)

Back to the Paul Berenson Show, news radio 990 KTMS, we're here with labor leader Marty Keegan.

[HOUR3]00:11:42

MARTY KEEGAN

(UNINTELLIGIBLE) (SOUNDS LIKE) Yes, I did. Actually, I talked to her at length.

[HOUR3]00:11:43

PAUL BERENSON

And attorney Ira Gottlieb, and we're on the air. (LAUGH) And we're talking about the Santa Barbara News-Press, Marty, Ira.

[HOUR3]00:11:53

IRA GOTTLIEB

How you doing?

PAUL BERENSON

[HOUR3]00:11:53 Good.

[HOUR3]00:11:54

MARTY KEEGAN

Good, good afternoon.

[HOUR3]00:11:55

PAUL BERENSON

Got a cartoon from the Ventura County Star a few miles down the road here from, it's from a few days ago, (SOUNDS LIKE) Santa Barbara News-Suppress, (LAUGH) all the news that fits our owner's peculiar whims, happy news, ads, and opinions all squished together. If it appears in a newspaper, then, it must be news, right?

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[HOUR3]00:12:1B

MARTY KEEGAN

(LAUGH) Well, unfortunately, that's actually sad, and (LAUGH) that's, that's what's caused, you know, this, this complete situation, and it's, it's continuing. I can tell you that the staff has attempted now to reach out to the administration of the newspaper to sit down and have discussions over this issue. And they've been rebuffed and told, in a letter, apparently, that they do not want to sit down.

[HOUR3]00:12:44

MARTY KEEGAN (CONTINUED)

And now, we haven't heard anything recently since, since that last communiqué, but I know that the staff is attempting, that every, very angle and every way they can reach out to administration, they want to sit down and, and start to resolve these issues. But they want to make sure that if they're gonna do it, that it's in writing in a collective bargaining agreement so the, their interests are protected.

[HOUR3]00:13:10

PAUL BERENSON

This is the, this is our community record of newspaper, has been, this is our news. This is our record, newspaper of record for our community. (SOUNDS LIKE) God, I, I'm a talk show host. I can't even talk sometimes. (LAUGH) This is our newspaper of record for our community for over 100 years. It's transcended Wendy McCaw by a long time. She's a steward of it. What do you...

[HOUR3]00:13:32

MARTY KEEGAN

(WORD?)

[HOUR3]00:13:32

PAUL BERENSON

Think about that? (SOUNDS LIKE) There was talk about that. It's, like, she owns a football team.

[HOUR3]00:13:36

IRA GOTTLIEB

Well, it is, it's a shame when, you know, (STAMMERS) somebody comes into a community and, and they're, and they do acquire an institution, whether it's a, a, a, a (SOUNDS LIKE) vaunted team that, that's always has brought the community together, it, it, there is a public quality, whether that's legal or not. And I can, speaking a little out of turn here, because it, I mean, it's not strictly a legal issue, but it, like any institution that's been around for a long time, and people get used to it, people identify with it, and people have certain expectations for it.

[HOUR3]00:14:10

IRA GOTTLIEB (CONTINUED)

When it, (STAMMERS) it goes sour, it, it harms the community in ways that goes beyond really money or, or business concerns, It goes into community morale. It goes into the quality of life in a, in a place you live.

[HOUR3]00:14:25

PAUL BERENSON

Yeah, the, how are you doing with the labor organizing with the News-Press? Does, does it look like they're going to give or anything, or who's the (STAMMERS), who's the law firm they hired to fight you guys?

[HOUR3]00:14:40 -

IRA GOTTLIEB

Well, I'll let Marty ask the (STAMMERS), answer the part about how it's going or, other than to say that, you know, so far, they've been pretty (STAMMERS) resistant, the management has. I understand that they've hired a firm called Ogletree Deakins, which is a firm, a union busting firm out of Atlanta, which does have an LA office. And I understand they hired a, a gentleman named (SOUNDS LIKE) Scott Widlan, who is an experienced anti-union lawyer in LA.

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[HOUR3]00:15:11

IRA GOTTLIEB (CONTINUED)

And, and (STAMMERS), and at this point, we, all the signs seem to point to an ongoing battle and resistance but the union and the reporters are, (STAMMERS) are energized and motivated, and have been doing quite a job motivating, keeping themselves motivated, and keeping the, again, the community involved.

[HOUR3]00:15:37

MARTY KEEGAN

Yeah, Paul, I'll, I'll tell you, the staff, without question, and reporters there, are, are absolutely, in my opinion, on the same page. They're moving in a direction. The company at this point, like I said, with the hiring of these anti-union lawyers, that's not a good sign and means instead of her trying to resolve the issues, it's, it's digging in, and, and, and that's, that's without question causing the opposite and equal reaction, which is, we have been out now.

[HOUR3]00:16:08

MARTY KEEGAN (CONTINUED)

And we are talking to the community. We started with a, a couple press conferences, and we've moved on now to, we now liave 15,000 cards out in the community, asking for people to pledge to cancel their paper as of September 5th if these issues and these concerns of the staff are not resolved to their, to, to their satisfaction. We are everywhere. This weekend, we're going to be at the, the fairs, the festivals, the, we're going to be in the shopping centers. We are everywhere.

[HOUR3]00:16:44

MARTY KEEGAN (CONTINUED)

And we are passing cards out. On top of that, we've already started a programmed outreach to the politicians for their support. We will be and are already reaching out to advertisers, and we'll be asking for their support. The religious community will be contacted or is already being contacted. We have or will be putting together a delegation of people that are very important individuals from the community, who will be trying to approach Wendy in an attempt to resolve this issue.

[HOUR3]00:17:15

MARTY KEEGAN (CONTINUED)

Meanwhile, we will be moving forward with the campaign, the, for recognition for the union, and we are putting together a complete program around that to reach out to every segment of the community.

[HOUR3]00:17:30

PAUL BERENSON

Paul Berenson Show on news radio 990 KTMS, we're here with News-Press labor leader Marty Keegan and attorney, (STAMMERS) labor attorney Ira Gottlieb. We're talking about the sorry mess at the News-Press. And, you know, just what's happening to our local newspaper. We had nine editors and columnists resign. These are good jobs that are hard to come by. And, you know, there's another column from last Sunday's News-Press by their CEO and editor, Randy Alcorn, where he's talking about, you know, a lot of people can't afford to walk away from their mortgages, and their families, and their job.

[HOUR3]00:18:06

MARTY KEEGAN

Well, that's all true, and that's part of the reason we've launched this program. We know that people that resign did so because they (STAMMERS), their, no question about their integrity and the fact that they felt they could not continue under these circumstances. The employees that felt they wanted to stay and fight are the ones that we've met with now, and, and organized into a, a, a committee to get recognition for the union.

[HOUR3]00:18:34

MARTY KEEGAN (CONTINUED)

And at the same time, if you don't mind, Paul, I'd like to say, we've set up a Website. It's www and then one word, savethenewspress.com, And we've got all the information up there. There's all the news items up there. And also, there's a cancellation or a pledge for cancellation of subscriptions there that you can download and send to the Santa Barbara News-Press.

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[HOUR3]00:19:02

IRA GOTTLIEB

I would just add, Paul, that, that the fact that so many folks resigned, and obviously, as you point out, that that's about as consequential an employment action as any individual can do.

[HOUR3]00:19:13

PAUL BERENSON

Mm hmm.

[HOUR3]00:19:14

IRA GOTTLIEB

And doing it en masse shows how, how significant and how egregious the situation was that they would walk away from a good job, from a from a paper that is so well respected in the community.

(HOUR3)00:19:30

PAUL BERENSON

Yeah, savethenewspress.com, I cancelled my subscription right after this whole controversy.

[HOUR3]00:19:37

MARTY KEEGAN

Thank you, Paul, I, you know, I...

[HOUR3]00:19:39

PAUL BERENSON

Sure.

[HOUR3]00:19:40

MARTY KEEGAN

I think, and this is, this is the amazing part, as Ira and I talk, and I want you to know that the, the people that work there really anguished over this decision. This was not easy for them because it's the paper that they love, the paper they're fighting really to save, and, and, but they felt that if they could not get the administration's, at least, attention on this situation, that there wouldn't be any other way then to bring the community into this.

[HOUR3]00:20:06

MARTY KEEGAN (CONTINUED)

And I can say, before we even called for cancellations, they were coming in by the hundreds, (LAUGH) and we don't know at this point. We are gonna try to get the ABC to audit and see what the circulation numbers will be around September 5th, when we turn in our, our, our cancellations. But I can tell you, it's a fantastic response we're getting from the public and the support is growing every day.

[HOUR3]00:20:33

PAUL BERENSON

This is a fact. It seems like journalistic integrity is being assaulted now on (STAMMERS), on various levels, on, at every level, from the News-Press to The New York Times, and Judith Miller, and, you know, (STAMMERS) where are we going with the free press? See anything there? Ira, you probably have comments on that.

[HOUR3]00:20:49

IRA GOTTLIEB

(LAUGH) Oh, well, you know, I mean, you're, now, you're kind of looking for the big picture.

[HOUR3]00:20:54

Yeah.

PAUL BERENSON

[HOUR3]00:20:54

IRA GOTTLIEB

You know, I, obviously, we've seen, over the last decades a complete (STAMMERS) concentration of the media, and I think (STAMMERS), I see some good signs and bad signs. The bad signs are, where you have fewer and fewer wealthy corporations that are controlling the media. And if you have local, it's possible that, that Wendy McCaw could have led a trend in the other direction, that, that a, that a, a well

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intentioned wealthy person could have bought and then produced a, a truly independent paper that could have been, could have stood (STAMMERS) separately from, from all the, from all the chain papers.

fHOUR3100:21:35

IRA GOTTLIEB (CONTINUED)

But that doesn't seem to be happening now. She seems to, from what I've seen, treat this paper as her hobby, as her (sounds like) playpen. On the other hand, you, there are some aspects in general, as long, as long as we're (unintellible) about a general, (stammers) generalities that, that there, more and more people have access to computers, to the Internet, to the blogosphere, and there may be sort of a trend away from this concentration, where more people can (stammers), can have more outlets and more resources than they ever have had before.

[HOUR3]00:22:06

IRA GOTTLIEB (CONTINUED)

So, there's, there's a disturbing trend in terms of concentration, which has not been discouraged by our federal government, just the contrary, but there are, technology may (STAMMERS) have some encouraging developments in the future.

[HOUR3]00:22:24

PAUL BERENSON

Paul Berenson Show, news radio 990, KTMS, we're here with labor leader Marty Keegan and labor attorney Ira Gottlieb. We're talking about the News-Press. Gotta take a break, and we'll be right back. (TECHNICAL)

[HOUR3]00:22:36

PAUL BERENSON (CONTINUED)

Back to the Paul Berenson Show, news radio 990 KTMS, we're here with labor leader Marty Keegan and labor attorney Ira Gottlieb. We're talking about the Santa Barbara News-Press and its importance to the community. Great to have you here, guys.

[HOUR3]00;22:49

MARTY KEEGAN

Thank you.

[HOUR3]00:22:49

IRA GOTTLIEB

(UNINTELLIGIBLE) Be here.

[HOUR3]00:22:49

PAUL BERENSON

This cartoon in the Ventura County Star, (SOUNDS LIKE) Santa Barbara News-Suppress, all the news that fits our owner's peculiar whims, every top editor quits this paper, no idea why, we guess people are just fussy. Santa Barbara News-Press just won a number of awards for local news coverage. One of the things they're accusing Jerry Roberts of is that he wasn't promoting and reporting local news.

[HOUR3]00:23:16

PAUL BERENSON (CONTINUED)

I mean, to me, this is ludicrous. I mean, that's the only thing, that's, to me, that's the only area where this News-Press is superior to the previous News-Press, owned by The New York Times, is in local news reporting.

[HOUR3]00:23:28

MARTY KEEGAN

Well, I can tell you this, that (STAMMERS) it's, it's pretty amazing to me to hear that that would be some claim made by the company when they just won these awards and it's for that exact thing, great local coverage, and it's probably one of the finer newspapers in the country. This staff and, and under Jerry's (STAMMERS) editorial leadership, actually really brought national attention to this newspaper.

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[HOUR3]00:23:53

PAUL BERENSON

Yeah, you know, it's funny because before I started doing this particular show on this particular station, I did, my interest is, you know, international, national, that sort of stuff. I'm not that interested in local news. I do it here. You know, I've gotten into it since I've been doing this show. Before, I subscribed to the LA Times, a convenient thing came along to cancel my subscription to the LA Times, and then, (LAUGH) I subscribed to the News-Press.

[HOUR3]00:24:18

MARTY KEEGAN

Mm hmm.

[HOUR3]00:24:18

PAUL BERENSON

And the only reason I subscribed to it, though, is 'cause of local news coverage. That's it.

[HOUR3]00:24:23

MARTY KEEGAN

Well, again, I mean, that's what they excel in, and, and it's, it's amazing to me that that was one of the (STAMMERS) allegations or charges, or, or, or statements against Jerry. But I have to say that it, it, it hurt the entire staff, who's worked very hard to bring up the credibility of this newspaper and build it, and then, win those awards. And I can tell you that, just so you know, and I, I, I think this, this really goes back to the exact thing we were talking about, Paul.

[HOUR3]00:24:50

MARTY KEEGAN (CONTINUED)

And that is that the people in this community have always felt a part of this paper, and felt that it is definitely their voice in the community, and it's been a place for, for open discussion on all sides of issues. And, and, and I can tell you that they are taking this very personally, and the community, I can tell you, is fired up about this. Everywhere we go, everywhere we speak, everywhere the, the staff goes, everywhere they speak, and everyone they talk to, this is the topic right now, throughout Santa Barbara.

[HOUR3]00:25:24

IRA GOTTLIEB

And it's a, Santa Barbara is a unique community, and, you know, and it's, it's really kind of perfectly situated for a paper like this, and this, and then, you, and you just can't substitute. I mean, for all the other, the, the other papers that are around, that are local, are good papers as well. And they've got their niches. But there really isn't one that can step in and substitute for the News-Press. And, and so, naturally, the, the community's gonna be quite concerned if, if the changes that seem to be happening continue in this direction.

[HOUR3]00:25:57

PAUL BERENSON

Well, yeah, Marty, you said that this is the voice of the people in Santa Barbara, and it's always promoted open discussion, which it has, but now, you can't get a letter printed in the News-Press if you disagree with the opinion of the editor Travis Armstrong. I've seen one letter about this whole thing in the News-Press, one. And I know a lot of people who have written letters to the editor who don't get them published, 'cause they post them on email.

[HOUR3]00:26:21

PAUL BERENSON (CONTINUED)

(SOUNDS LIKE) This Lou Cannon (STAMMERS), famous local journalist, if you don't know who Lou Cannon is, he's a very famous journalist, biographer of Ronald Reagan. You righties listening to this know (LAUGH) who Ronald Reagan is. He couldn't get a letter published in the News-Press. The Independent had to publish it for him.

[HOUR3]00:26:41

MARTY KEEGAN

Well, this used to be the forum for open discourse. In fact, people felt that when they did write the paper that even if their opinion was absolutely diametrically opposed to the editorial opinion section that they

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would, would be able to at least express that, that position or issue and concern, and I can tell you that I heard many times at the forum the other night that they don't feel that's the, the situation any longer.

[HOUR3]00:27:10

PAUL BERENSON

Yeah, it's funny because Travis Armstrong and Wendy McCaw have a standing invitation to come on this show. I would love to talk to them, especially Travis. So, Travis, if you're listening, love to have you on the show.

[HOUR3]00:27:21

MARTY KEEGAN

And I'd love to listen to that, (LAUGH) Paul. I would.

IHOUR3100:27:22

IRA GOTTLIEB

Yeah, do, do warn us if they take you up on that invitation.

[HOUR3]00:27:27

PAUL BERENSON

Oh, I will. I don't think it's gonna happen, but I certainly would, 'cause a lot of people would like to listen to this.

[HOUR3]00:27:31

MARTY KEEGAN

Well, it is a little strange, Paul. I mean, I just want to add this. While all of this is going on, (STAMMERS) apparently, Wendy's gone somewhere, (LAUGH) and nobody seems to know exactly where, unless you do. And, and we're still considering that very strange, considering the crisis that this paper, and especially at the level it's reached, this is national news now, and international news. This is appearing in every paper that I know across the country, and, and this story is, is that important. And yet, we don't know where she is.

[HOUR3]00:28:03

PAUL BERENSON

Funny, because this seems to be a trend in our entire country now, we see, we have a president, crisis, it's go on vacation. (LAUGH)

[HOUR3]00:28:11

MARTY KEEGAN

(UNINTELLIGIBLE)

[HOUR3]00:28:11

PAUL BERENSON

I had to get that shot in. (LAUGH) And now, Wendy, now crisis hits the News-Press, go on vacation.

[HOUR3]00:28:18

MARTY KEEGAN

Well, and that's, and that's part of the reason this is so important to labor unions in general. Someone asked the other day, well, why, why is your union so intensely involved in this? The fact is that labor unions understand that the voice in those communities are the newspapers. And if we can't get stories about situations that arise in the paper, in the communities, into those newspapers, or we can't tell an opposite side of a story or for that matter present an opposition, a, a position, this is where the death or the, or the possible death of democracy starts. If we can't have discourse in our papers, where it is allowing for both opinions to appear, we're in serious trouble in this country.

[HOUR3]00:29:05

IRA GOTTLIEB

And, and union organizing, I think, is one (STAMMERS) very important area of engagement with, of the, not just the individuals who are, who are specifically interested in, in having a union represent them, but it, it's a strength in the community when unions are strong. And it's, and its voice, both at the workplace and in the community, and, and it's a way for people to express themselves, especially when you, when you

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have detached ownership that doesn't seem to be (STAMMERS) (SOUNDS LIKE) attending to what's going on, no matter how (STAMMERS) frightening it seems to be getting.

[HOUR3]00:29:43

PAUL BERENSON

Speaking of unions, we just passed a living wage in Santa Barbara against the bitter opposition of Wendy McCaw and Travis Armstrong. And it's like these people, they had an editorial on Labor Day last year about how, whether you work with a, working with a work pail, with a lunch pail, or you're a banker, you know, let's just all be friends. (LAUGH) And, the problem is, these people think everybody should have minimum wage except them.

[HOUR3]00:00:15

MARTY KEEGAN

Well, that's true and, Paul, here, here's the hard part. This is, actually, kind of power dynamics in a way. When we find that these people become so isolated, and so removed, and so out of touch from what's really going on in their communities, that's when it becomes a danger. This fight for the living wage, I congratulate the community on the fight, the fact is that most people feel that they don't want to see poverty in their community, they want people to make a living wage, and those are important issues to the community.

[HOUR3]00:00:52

MARTY KEEGAN (CONTINUED)

But when you see the ownership of these large, large conglomerates or large newspapers, or, or billionaires who, who purchase these papers, that simply don't run in those circles and have no understanding of what it is to try to pay your bills every month, make sure your rent's there, and still be able to buy your daughter or son a birthday present at the end of the month. They don't understand the struggle it is today with the cost of living, the cost of gasoline, the cost of even food, milk, rent, everything else going up, it's a struggle to make ends meet. And, and, and they just seem to be totally out of touch about these issues.

[HOUR3]00:01:29

PAUL BERENSON

Well, (SOUNDS LIKE) I don't know, on the national level, and the, it looks like there is going to be a (STAMMERS) increase in the minimum wage on the federal level, and it's kind of scary that it, that it, you had so much congressional resistance from Republicans, primarily, on this, and that they had to pass (STAMMERS) a tax break for the rich at the same time in order to make the minimum wage happen, which is pretty outrageous, since that tax break isn't really necessary.

[HOUR3]00:01:58

PAUL BERENSON (CONTINUED)

But in Santa Barbara and the, and in the surrounding community, this is, it's a very high standard of living, it's very hard to make ends meet and, and live somewhere decently in, in the, in this environment, and, you know, people like Wendy McCaw and the, and, and perhaps some of these folks who are, who may be trying to buy the L.A. Times, aren't really in touch with what's going on at the grassroots.

[HOUR3]00:02:22

MARTY KEEGAN

(OVERLAPPING) And, and Paul, with it being the voice of this community, that paper, that's where the discourse is supposed to take place. And when, when, and when any kind of debate is silenced, for political advantage, the community literally is robbed of, of honest (STAMMERS) opinion, and not only honest opinion, but sometimes facts that back up those opinions.

[HOUR3]00:02:48

MARTY KEEGAN (CONTINUED)

That's why this is a very serious struggle here. Santa Barbara, to me, is, is definitely the precedent that's going to set a tone for the rest of this country. This fight's huge, and we've got to continue. And we're asking the community to support the Cancellation Program, sign the card, your cancellation doesn't go into effect until September 5th, which gives us still time to try to work with this management somehow,

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and get them to sit down and negotiate a fair contract, and build that wall back up that protects the community when it's opinion versus news.

[HOUR3]00:03:25

PAUL BERENSON

Savethenewspress.com?

[HOUR3]00:03:27

MARTY KEEGAN

Correct, savethenewspress, all one word, savethenewspress.com, and they'll be able to get all of the updated news, upcoming activities, and the way they can help.

[HOUR3]00:03:38

PAUL BERENSON

Are you worried that the, that it might cool off between now and then?

[HOUR3]00:03:44

MARTY KEEGAN

You know, I, I would if this was simply just an issue of, let's say, the employees had a small grievance of some kind, but since, really and truly, the Freedom Of Press is a question here, and their ability to report what they see the way they see it, I don't feel that that's ever gonna cool off, Paul. I think, if anything, this is gonna generate more energy and more energy as we get closer and closer to that September 5th date.

IHOUR3100:04:10

PAUL BERENSON

Okay, we've got local ownership of the News Press by Wendy McCaw, billionaire Wendy McCaw, and now we've got three billionaires, Eli Broad, Ron Burkle and David Geffen trying to buy the Los Angeles Times, and we've got another billionaire who owns the Philadelphia Inquirer. This is going to be where we get our news from if we let this happen.

[HOUR3]00:04:30

MARTY KEEGAN

It's true Paul, and, and I will tell you, you know, I know businesspeople are gonna scream saying, listen, billionaires should be able to buy whatever they want. It, it, it, and it may be true that they have the right, again, like I said, to purchase the newspaper, but they don't own the news, and that's where this wall is so important, and that's why their staff's so courageous.

[HOUR3]00:04:53

MARTY KEEGAN (CONTINUED)

They are standing up against a powerful, powerful individual and, and a community that's wealthy, supporting that (SOUNDS LIKE) from her position, yet we start to find that in reality, the community definitely wants this Freedom Of Press and, and we are excited by the fact that so many cards are being signed.

[HOUR3]00:05:13

PAUL BERENSON

(SOUNDS LIKE) Homer?

[HOUR3]00:05:10

IRA GOTTLIEB

Paul, yeah, there has to be, no matter whether it's a corporation that's controlling the, a newspaper and the other media, (CLEARS THROAT) or, or a single billionaire, there's gotta be some kind of countervailing institutional internal way of making sure that the news remains the news and is properly and objectively reported, and they can do what they want on the editorial side, and that's presumably always gome be the case.

[HOUR3]00:05:41

IRA GOTTLIEB (CONTINUED)

But that's what we're concerned about here at the Santa Barbara News Press is that, that wall, that countervailing structure that, that keeps the news, keeps (STAMMERS) journalistic integrity alive and functioning, that's been deteriorating which caused these editors to walk.

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IHOUR3]00:05:57

PAUL BERENSON

Yeah. I work for Clear Channel, which has a reputation as bashed by everybody, but one of the things they have told me since day one is, you say what you want to say, we're not gonna tell you what to say.

[HOUR3]00:06:08

MARTY KEEGAN

Well, that's very important, and I'll tell you, maybe that's what separates our country from a lot of countries where state-owned papers or papers run by powerful interest in those countries turn it into, literally, just a simply propaganda sheet, and, and people in those countries never (STAMMERS) receive news of, of any varying opinion, it's simply a voice of whoever happens to have control. And that's what we're fighting against here.

[HOUR3]00:06:38

PAUL BERENSON

One of my favorite presidential speeches was President Kennedy's American University Speech shortly before he died about peace, and one of the things he said in there was about propagandists, you know, in the Soviet Union with their propagandists, but we have to be careful of that in our own media, too.

[HOUR3]00:06:57

IRA GOTTLIEB

Sure, and, and, and whereas you have the government getting out what the government wants in government-controlled media, you have the corporatists, you know, if we (LAUGH) have to rep, we have to mention Fox, among others, they get out what they want to say about, about, and they basically support the current administration and the, and, and they, that bleeds into their news reporting pretty clearly and pretty obviously.

[HOUR3]00:07:25

PAUL BERENSON

Right.

[HOUR3]00:07:26

MARTY KEEGAN

I have to say, sometimes, at least at Wall Street Journal, as, as right wing as its Editorial Page is, it does have a pretty good reputation for news reporting integrity. So, you know, it is possible to have that wall regardless of what, what paper and whose, who owns it, but there has to be some kind of institutional integrity.

[HOUR3]00:07:47

PAUL BERENSON

Paul Berenson Show, news radio, 990, KTMS, we're here with Labor Leader Marty Keegan and attorney, labor attorney Ira Gottlieb, and we're talking about the Santa Barbara News Press and media in general, because it's all lumping together, we are leading the nation right now in what's going on here with the News Press, and we gotta take one more break and we'll be right back.

[COMMERCIAL BREAK]

[HOUR3]00:08:08

PAUL BERENSON

And we're back to the Paul Berenson Show, news radio 990, KTMS, we're here with labor leader Marty Keegan and labor attorney Ira Gottlieb.

[HOUR3]00:08:17

MARTY KEEGAN

How's it going over there?

[HOUR3]00:08:19

PAUL BERENSON

Pretty good, how about you? (LAUGH) We're talking about the News Press, and this is really a community asset, and (STAMMERS) what we're talking about it, I mean, this goes to the heart of the, basically who we are as a community. We have seven, we have a seven member city council including the mayor.

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[HOUR3]00:08:37

PAUL BERENSON (CONTINUED)

Every one of them are Democrats, and most of them have been, all but about two of them have been smeared pretty bad by the Editorial pages of the newspaper, News Press, and, you know, it's like they don't allow any sort of discussion. Comment? Yeah.

[HOUR3]00:08:52

MARTY KEEGAN

Well, I, I, again, the, this is, this is the concern of all of us, if, if, again, any kind of, like I, I, I hate to beat a drum here, but if discourse is stopped and if people can't have open debate, and if (BACKGROUND NOISE) that newspaper is not the forum for that place, then there won't be one. And that's the problem, and that, for that matter, that's what scares the community now, and that's what's having them rally around this cause.

[HOUR3]00:09:16

IRA GOTTLIEB

I, yeah, I think the community not only supports employees as employees at the paper, both the editors and the reporters, and everybody else who works there and makes that paper happen and makes that paper (SOUNDS LIKE) an important institution within this community, they, they also see it as a voice, and see it as a reflection of the community. (SOUNDS LIKE) And if it's only reflecting one side and if, if the Editorial side of the paper is bleeding into the, into the news, and, and becoming, and, and, and shaping the news, and, and, and deciding what actually gets printed and what's get, gets left out of a story, then there's a real problem with the paper and I think that perception will get out there in the community and that, and the paper will fail.

[HOUR3]00:10:06

PAUL BERENSON

We have a supervisor in Santa Barbara County, Second District Supervisor Susan Rose, she's one of the targets of the Editorial pages on a regular basis, she's, she's actually one of the two local politicians who has been banned from any appearances on their radio station, because she declined an invitation from Travis Armstrong one time.

[HOUR3]00:10:25

PAUL BERENSON (CONTINUED)

But she wrote an Op Ed piece several months ago, and they published it, but they prefaced it with a little, you know, italicized thing saying that we're publishing this piece but we know it contains lies.

[HOUR3]00:10:39

IRA GOTTLIEB

Yes.

[HOUR3]00:10:36

MARTY KEEGAN

Well, the only thing I can say is that's shocking. I didn't seethe piece but I can tell you, that, that is absolutely shocking, and, you know, Paul, here's the, here's the bottom line, to you and your listeners, and everybody in that community, they are finally, the final judges of, of the accountability of this newspaper, and they have to hold them accountable and part of that is making sure that this newspaper stays open (STAMMERS) and available to this community for all, all opinions.

[HOUR3]00:11:10

MARTY KEEGAN (CONTINUED)

And I, I will tell you, that's the struggle, and it is the community's responsibility to stand up now (STAMMERS) and push back, and make sure that anybody, it doesn't have to be Wendy McCaw, it could be anyone, who comes in with their own agenda and tries to impose that (STAMMERS) agenda on the newspaper, has to be held accountable by the community.

[HOUR3]00:11:32

IRA GOTTLIEB

Paul, yeah, if I can just add a comment that's a little off-the-cuff, I, I'm, I come from New York, and when I grew up in New York the New York Post was actually a good paper, (INTERVIEWER LAUGHS) (STAMMERS) a, a

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credible paper, and it, it, it had great writing, it had great editorials, and there was that respect for the, (STAMMERS) for the wall. And now with Rupert (STAMMERS) Murdock having taken over that paper, I mean, it's a joke.

[HOUR3]00:11:56

IRA GOTTLIEB (CONTINUED)

I mean, I guess people read it, it's still published, but it's, but I think anybody outside of New York, and in, (SOUNDS LIKE) even a lot of people in New York, think it's, is just a joke, and we don't really, we wanna make sure that doesn't happen with the Santa Barbara News Press. But if that, if that penetration between Editorial and Reporting continues, and, and you have this kind of quality going on then I think that, that the, the community is going to turn its back on this paper.

[HOUR3]00:12:26

PAUL BERENSON

Yeah, we have Susan Rose on this show next week, so, and I'm sure this subject's gonna come up with Susan, 'cause she likes to talk about them. We've also got Congresswoman Lois Capps who's another one of the frequent smearee, (STAMMERS) another one who they smear a lot, is also gonna be on the show next week. I haven't talked to Lois about the News Press but I think we will next week, just because she's one of the targets, one of the usual targets, of them too. And it is national news now.

[HOUR3]00:12:53

MARTY KEEGAN

It is, (STAMMERS) without question, this whole situation, I mean, I will tell you, everybody is watching now, and this community, and, and, and, and everybody across the country is, is observing every day the turns that are taking place in this picture, and I will tell you, it's gonna do nothing but grow until something is done internally where these people sit down and make some honest changes and attempts to try to rebuild that wall, and recognize these people's right to a collective bargaining agreement, or it is consigned to continue to be on the front pages everywhere.

[HOUR3]00:13:33

PAUL BERENSON

Yeah, and, once again, this is not just a local issue. It is a local issue but we're trendsetters right now. Today's L.A. Times, three L.A. billionaires are trying to buy the L.A. Times, Eli Broad, Ron Burkle, and David Geffen. I know Geffen has his own agenda, which is similar to Wendy McCaw's as far as closing the beaches to ordinary people.

[HOUR3]00:13:56

MARTY KEEGAN

Well, again, (LAUGH) Mr. Geffen or anyone, they may buy the newspaper but they don't own the news, and, and this is where the accountability comes from the readership. They hold these people accountable. It is not a tennis match for the community to simply watch the union and the, and the reporters struggling against Wendy McCaw. This is the community trying to keep democracy in their paper.

[HOUR3]00:14:22

PAUL BERENSON

And we do have to keep this alive, because Wendy McCaw is a billionaire and she can hold out for a long time.

[HOUR3]00:14:30

MARTY KEEGAN

Well, we know that the wealthy always can hold out, but we can hold out one day longer, Paul, that's what we've been able to do in several other big cases like this, and we're gonna continue to push and fight and put every effort we can into this, and you have a fantastic staff at that newspaper that are gonna stand up and they're not gonna leave, they're gonna fight this thing right to the end.

[HOUR3]00:14:51

IRA GOTTLIEB

Though, I have to say Paul, I mean, the, the demands are really not that hard to meet, I mean, we're not asking to take Wendy McCaw's billions from her. And, and journalistic integrity ought not to be a hard

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thing to, (STAMMERS) to achieve or re-establish. So, you know, it's a little (STAMMERS) mysterious, other than just the issue of control, why there is this resistance, but there is. And, you know, so we are prepared to, to go the whole nine yards, if you will.

[HOUR3]00:15:18

PAUL BERENSON

Paul Berenson Show, news radio, 990, KTMS, we're here with Marty Keegan, labor leader, and Ira Gottlieb, labor attorney, and we got a couple seconds left here? How much time have we got left?

[HOUR3]00:15:31

MALE

Ten,

[HOUR3]00:15:32

PAUL BERENSON

Ten seconds. I guess that's about it, (LAUGH) so ...

[HOUR3]00:15:37

MARTY KEEGAN

(OVERLAPPING) Paul, can we give the website one more time? savethenewspress.com. We hope everybody takes a look at that site, it's got some very valuable information.

[END OF TAPE: [HOUR3]00:15:47]

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I hereby certify that on November 23, 2016, an electronic PDF of Joint Deferred Appendix was uploaded to the Court's CM/ECF system, which will send notice of filing to counsel for all participants in the case who are registered CM/ECF users:

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